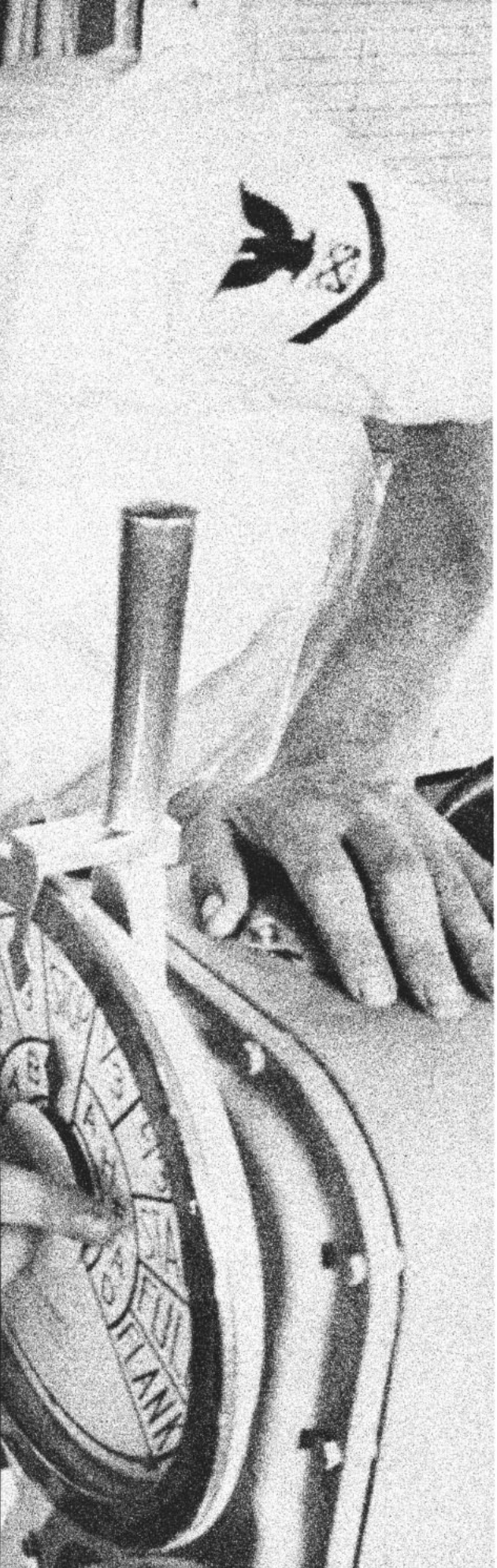
# ALL HANDS

FEBRUARY 1973




# ALL HANDS

THE BUREAU OF NAVAL PERSONNEL CAREER PUBLICATION

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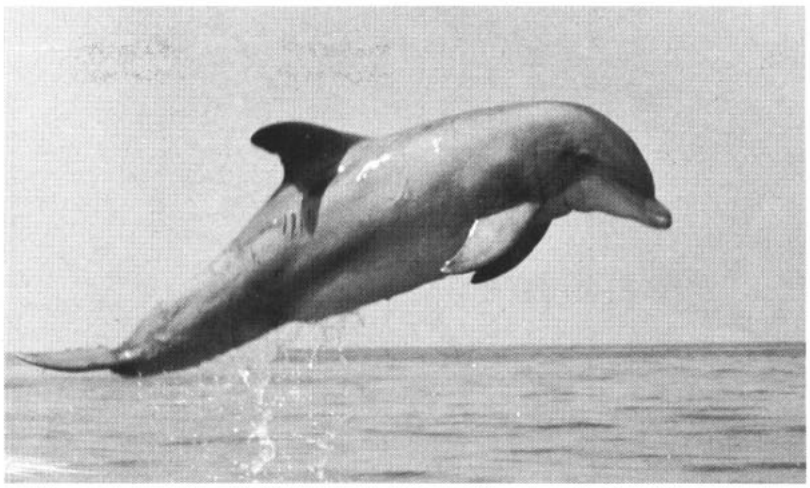
**• FRONT COVER—THERE'S NO LIMIT TO WHERE YOU CAN GO IN THE NAVY—On, over and under the oceans and all over the world, the Navy makes an exciting career as depicted by this month's front cover. A member of Antarctic Development Squadron Six (VXE-6) parachute rescue team floats during a practice jump at Williams Field, Antarctica. Photo by PH3 Jesse O. Anthony III.**

**• AT LEFT: GOLLY GEE, MISTER SAILOR!—BM3 Ron Anderson explains the use of the ship's engine telegraph to a group of four-year-old Head Start students from Hilo's (Hawaii) Child Development Center. USS Genesee hosted 80 Head Starters to a tour of the ship and ice cream and cookies during ship's trip to Hilo. Photo by PH3 Robert L. Alles.**

# FLIPPER JOINS

## – or MOBY DICK AT



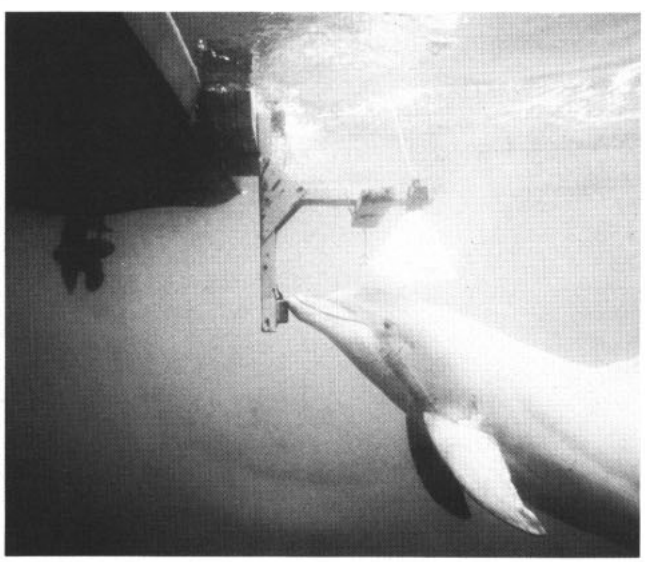
# UP
## BOOT CAMP

*For some time the Navy has been recruiting in a very interesting area, enlisting the services of the knowledgeable residents of the ocean itself. They have performed a real service in many areas. Here's the latest on Navy's sea life component.*

THE LATEST WORD from the world of dolphins, porpoises, whales and sea lions is "mum"—for several reasons. Navy research scientists have discovered that dolphins and porpoises don't talk, as once suspected. And other research teams are keeping the whales and sea lions so busy they wouldn't have time to talk even if they could.

The theory that dolphins could talk to each other —and that man could learn some of their language and begin conversing—has fascinated scientists for several years. A recent Navy study has thrown a lot of cold water on that idea, however. The report on that study said it would be "improbable" for communication between man and dolphin to reach a higher level than that which exists between man and dog.

But just because they can't talk doesn't mean they can't communicate. Dolphins make three types of sounds: echolocation clicks (used as an underwater sonar system), squawks and barks (typical of other animals), and the unusual whistle sound.



Heretofore, there has been speculation that the whistles simulated human speech and were, in fact, the key to a sophisticated language. The Office of Naval Research study, however, concluded that the whistle transmits only general information and is used for identification, indicating location and conveying a degree of excitement or fear. Although the seagoing mammals have been known to mimic alien sounds, researchers didn't consider this ability to be significant, pointing out that other animals can do the same thing, particularly dogs and birds.

THE NAVY IS CONCERNED with analyzing dophin sounds to distinguish them from militarily useful sounds emitted by target signals. During the study, University of Florida scientists Dr. David K. Caldwell and his wife also discovered peripheral facts concerning the sounds dolphins make which, they speculate, may indicate the sea mammals' emotional state.

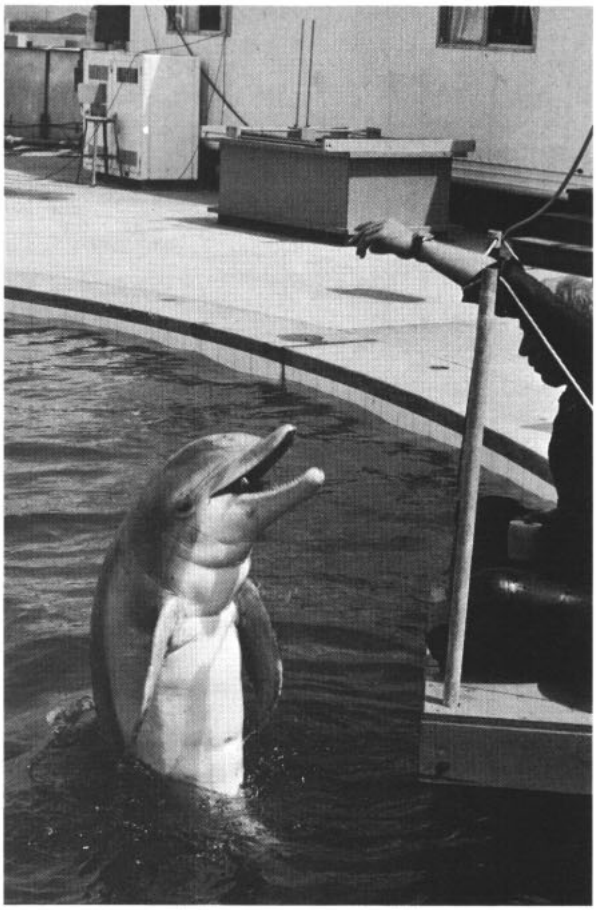
The Caldwells' seemed to refute what many people had come to believe as absolute fact—that dolphins could talk.

"We had hoped initially that dolphins' whistles would at least prove to be songs, like those made by birds, but we find no evidence of this either in the Atlantic bottlenosed dolphin or in other kinds of dolphins," they said.

Other scientists have done a considerable amount of research in another area of the dolphin's sound system—echolocation. One experiment paired a male and female dolphin, Albert and Betty, in a large, muddy pool where visibility was about 20 inches. The two bounced sound impulses—"clicks"—around the pool to locate objects through the echoes.

A series of tests showed that these animals could

**Facing page: A porpoise delivers an instrument package to a diver off Point Mugu, Calif. Left: Performing an assigned task. Above: Clowning around and enjoying himself in his spare time.**



not only detect and avoid certain objects but also that they could remember where these objects were after the initial tests. All of this is significant because the dolphin's "sonar" system has characteristics similar to Navy sonars.

As the dolphin swims, he sends out clicks and moves his head from side to side. When he gets an echo, he sends out more clicks at a faster rate. By "measuring" the time between the clicks and the echoes, he knows how far away he is from an object —the same method used in the Navy's sonar.

THE DOLPHIN, as one scientist has put it, "has an excellent and compact acoustic computer which is totally unaffected by salt water. This computer is fully representative of a naval engineer's dream."

The scientist goes on to say, however, that any study of this system is difficult because probing the system might mean destroying it as well.

Another interesting discovery about the dolphin's "sonar" system is that it helps the animal distinguish the size of objects. To test this, two nickel steel ball bearings were suspended beneath the water in a pool inhabited by a dolphin which was blindfolded. The balls were 2⅛″ and 2½″ in diameter, respectively. The dolphin was rewarded with a fish each time he picked the smaller.

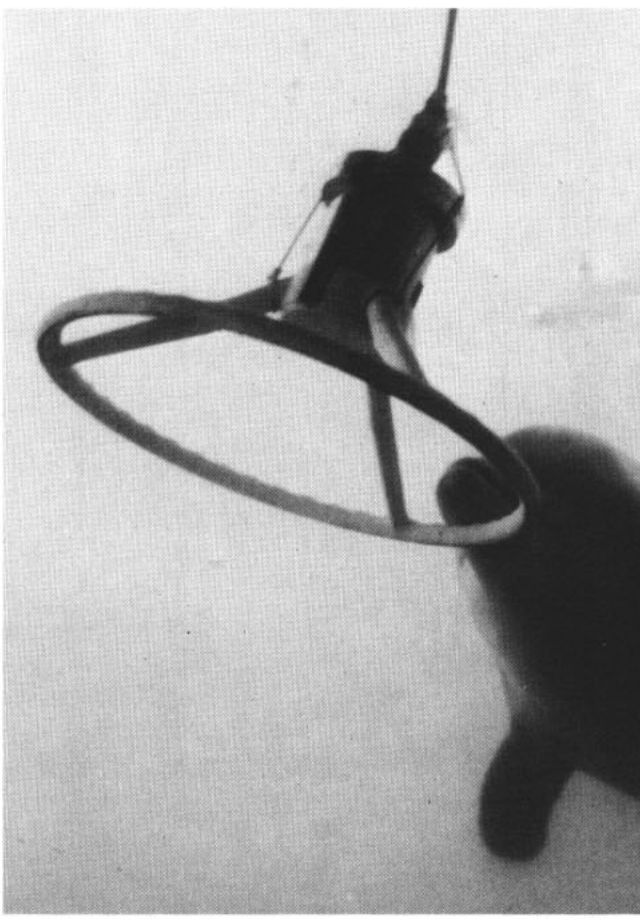
Once he learned the system, the dolphin consistently scored a perfect grade. When the difference between the balls' diameters was reduced to ¼″, he was right 77 per cent of the time in subsequent tests. They also learned that the harder the choice, the more clicks the dolphin sent out—ranging from 20 to 230 clicks a second.

Still other scientists have found that a porpoise, which was blindfolded, could distinguish between two discs—one aluminum and the other copper—he accomplishes this feat by using his "sonar" system.

ALL OF THIS, of course, points to the fact that dolphins are extremely intelligent animals. In fact, Dr. John C. Lilly, a research neurologist and head of Communications Research Institute in Miami, Fla., rates them among the smartest animals on the globe. For one thing, the dolphin's brain is actually larger than a man's, and the cerebral cortex—the seat of consciousness—is just as complicated if not more so. The sea mammals learn very quickly, too. In one instance, a dolphin could operate a mechanical device after only one demonstration, while it took a dozen tries for a chimp to master the same task.

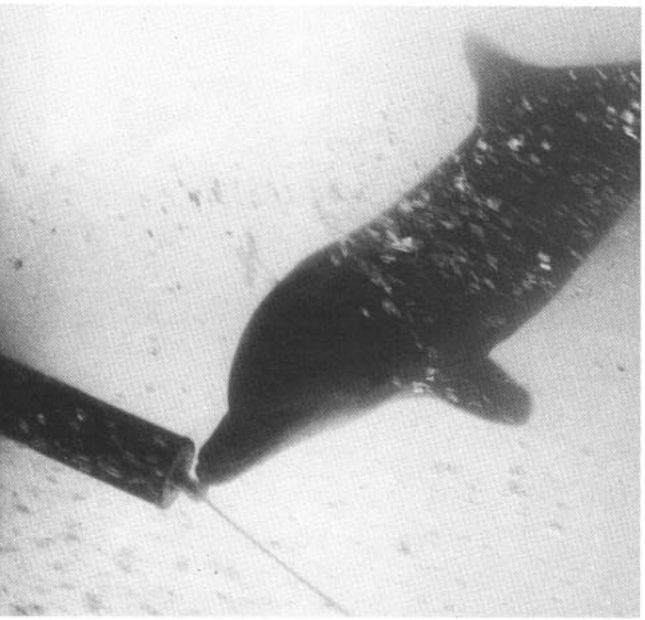
The fact that it doesn't take long for a dolphin to figure things out is exemplified by what was once thought to be the mammal's amazing swimming ability. Sailors have often reported seeing dolphins swimming

**Left: A key participant in the Underwater Habitation Research Project, has chow. Right: Training with underwater equipment.**



in front of or behind a ship, effortlessly doing 30 knots or more. When present research on dolphins began, however, physical studies of their bodies found that without aid they could actually travel at only about 20 knots' speed.

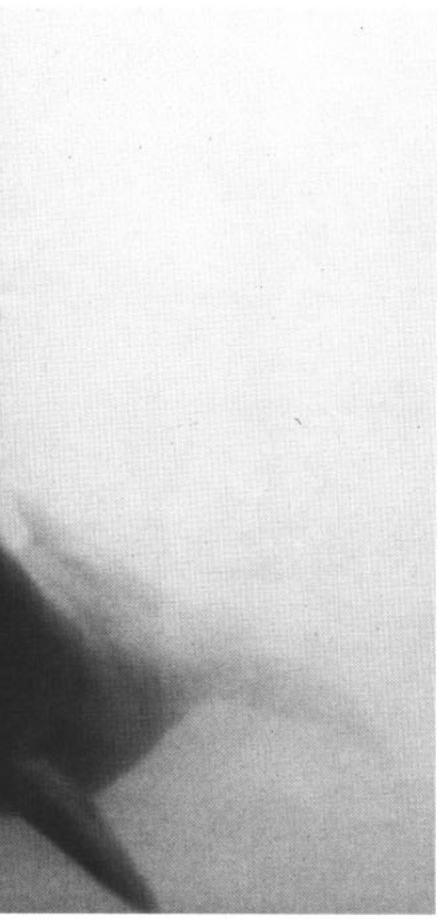
One of the theories which has resulted from this research is that the dolphin is actually a hitchhiker. When a ship moves through the water, it creates a pressure field forward of the ship's path, which the dolphin can find and in which he can ride. Not only do dolphins use ships for this purpose, but they also use each other. A similar force field is created close to any object moving through the water. Often smaller dolphins "ride the waves" created by their larger fellows.

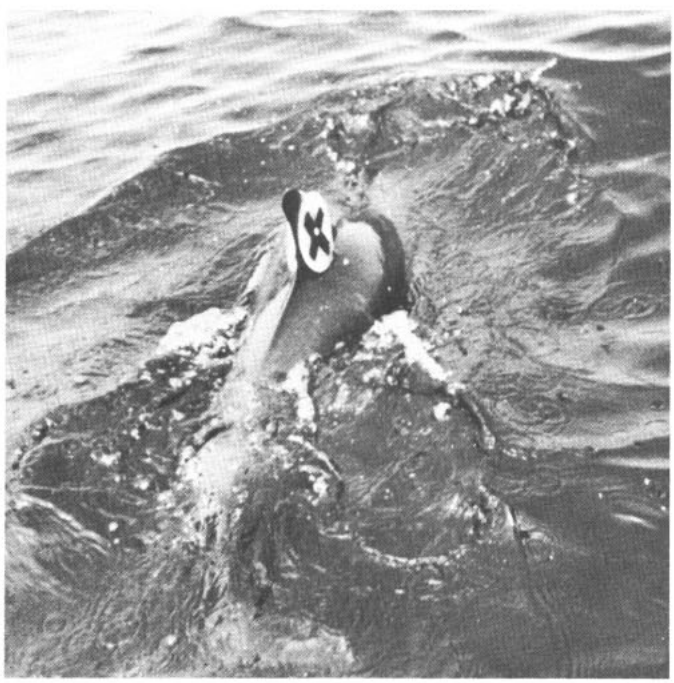


AMONG THE MOST AMAZING and well-known traits of the dolphin is its friendliness to man. Equipped with what some consider a silly-looking smile, along with a playful nature, dolphins will adapt to humans without the slightest fear. They will allow themselves to be handled, blindfolded, and even taken out of the water.

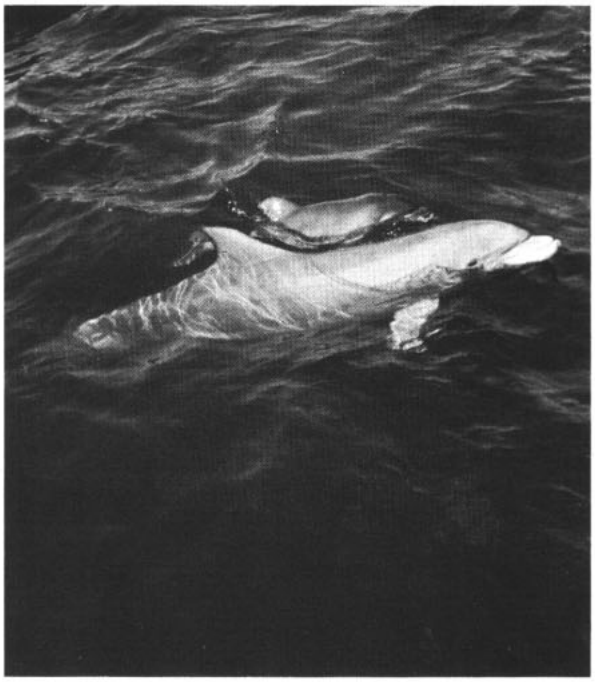
Dolphins have recently figured prominently in some other kinds of Navy research and experiments. Since dolphins supposedly have a reputation for doing nice things for man, Navy researchers in San Diego decided to try and return the favor.

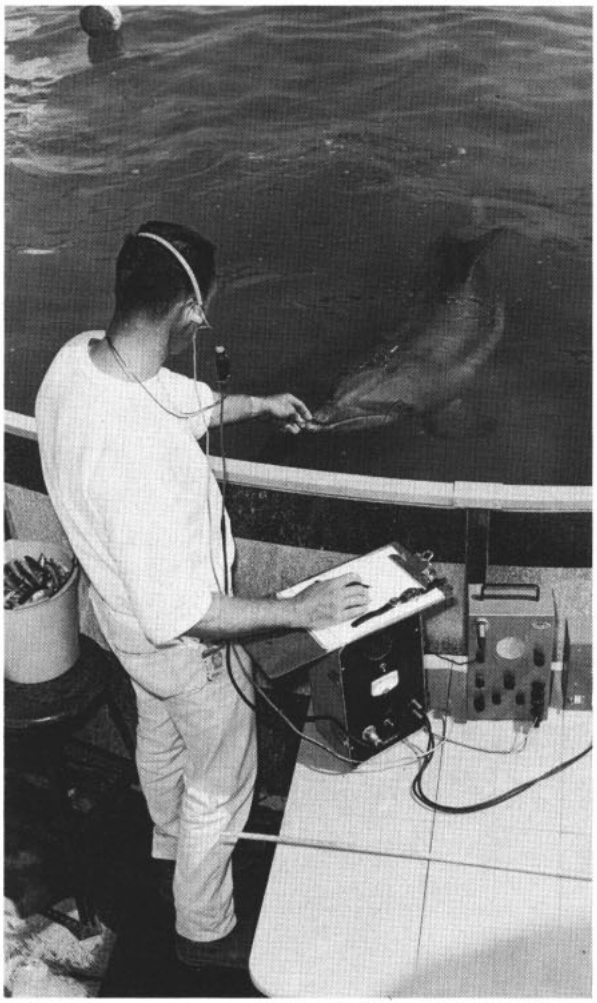
It was known that tuna fishermen in the area use the sea mammals to guide them to schools of tuna, but many of the dolphins would subsequently get caught in the fishermen's nets (thousands are inadvertently killed this way each year). Although dolphins can jump higher than 10 feet in the air—easily enough to clear the float lines of the nets—they had refused. The fishermen brought the problem to Navy scientists.





**Left: Special research training. Above: A button tag on the dorsal fin of a porpoise is used to trace migration habits.**





The solution was as ingenious as it was unusual. The scientists equipped themselves with recordings of killer whale screams and large microphones and headed out with the fishermen. When the dolphins had been driven up to the lines, the scientists turned on the recordings, and some of the frightened sea mammals leaped over the nets. The next day a still greater number made it over the entrapping nets.

IN YET ANOTHER EXPERIMENT—this one involving both dolphins and whales—the Naval Undersea Center has been tagging the sea mammals as part of a study of migration patterns of porpoises and associated species which cause widespread interference with Navy acoustics research in the open sea. The sea mammals are outfitted with either a numbered nylon disc on the dorsal fin or a radio transmitter with a depth sensor by which the animal can be tracked.

Navy scientists are asking all seagoing people who just enjoy standing on the deck and looking out on the sea to help. If a seaman happens to see a dolphin or whale with a tag on its dorsal fin swim by, he should report the sighting to the biologists at San Diego's Naval Undersea Center.

The button tags should be visible as the sea mammals surface to breathe or ride a bow wave. The radio tag can be seen even at a considerable distance, as the small whip breaks the surface of the water,

**Above: Cynthia escorts her calf around the tank at the Naval Undersea Center. Right, above: Studying porpoise health and physiology. Right: Health inspection at the Point Mugu Marine Biology Facility. Facing page: Viva, a 600-pound pilot whale at NUC.**

much like a submarine's periscope. The sea mammals also have an orange, yellow, white or green spaghetti-like streamer which may wave around while he surfaces, but these can only be seen at a short distance.

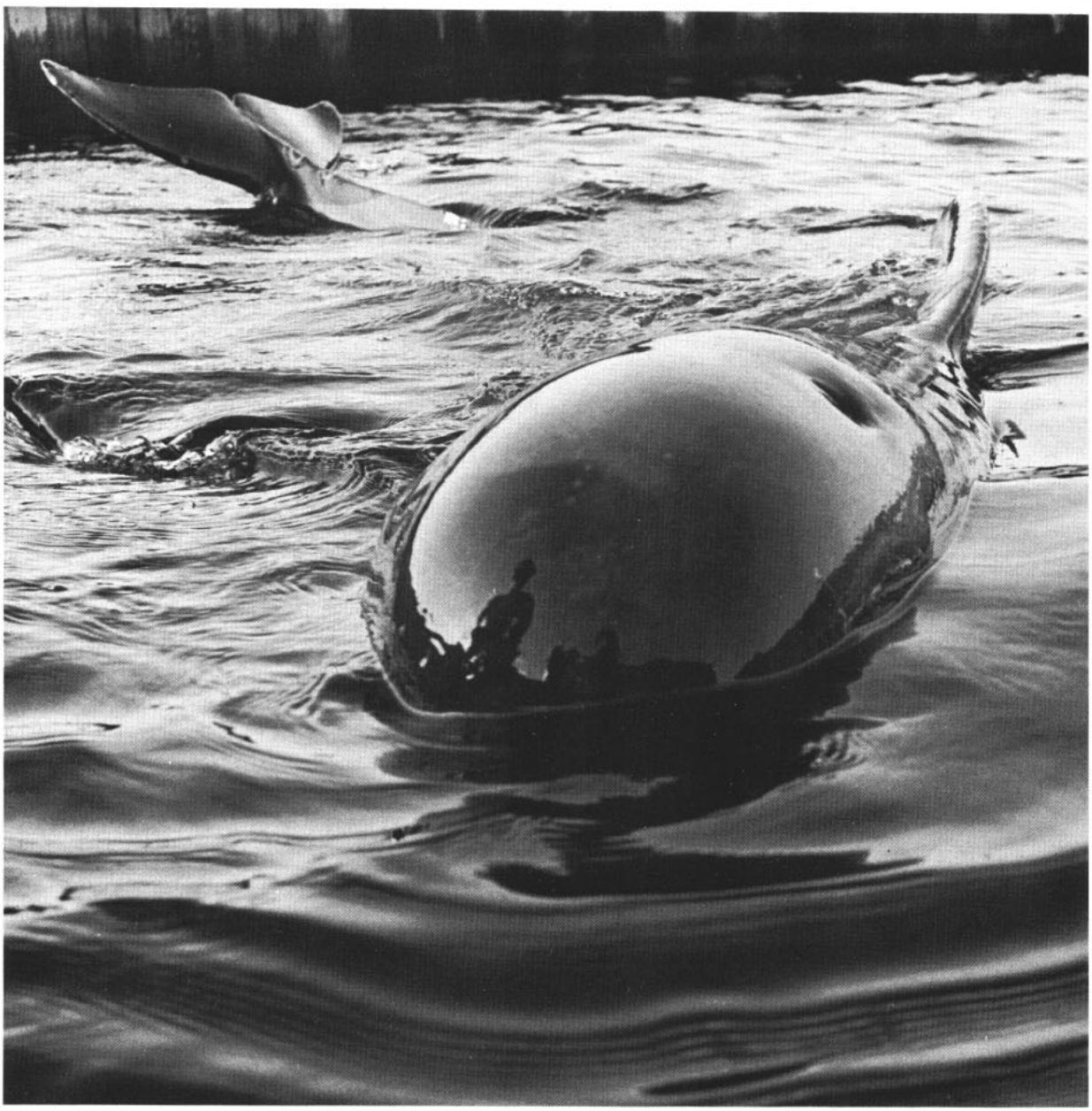
THE SUCCESS OF THE PROGRAM depends on the number of sightings made by sailors around the world. Scientists have also asked commercial and sport fishermen to cooperate in reporting any observations of these sea mammals. Sighting reports should include the date, time, location and description of the tag and should be sent to the Marine Bioscience Facility, Naval Undersea Center, San Diego, Calif. 92123.

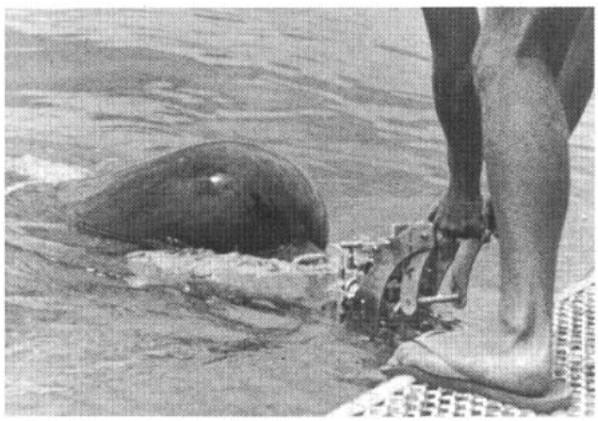
Tags recovered from the sea mammals washed up on the beach should also be reported. There is a small reward for all tags returned to the center.

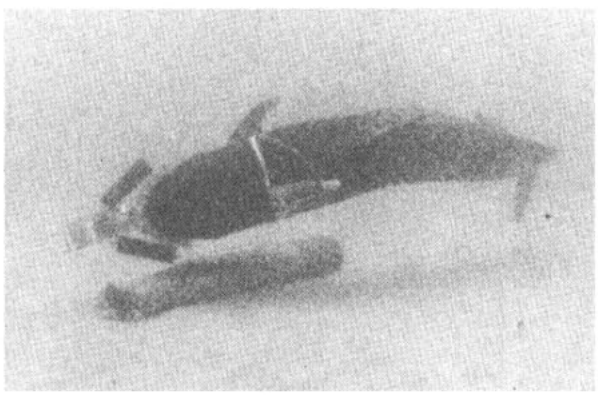
The results of the study—now more than two years old—have been encouraging. One bottlenosed dolphin tagged late in 1970 off Magdalena Bay was recovered by an American tuna boat off Manzinillo, Mexico, in January 1971. The dolphin, who was previously believed to be a member of a resident population, had traveled at least 440 nautical miles in less than three months.

AS YOU MAY HAVE NOTICED throughout this article, the terms "dolphin" and "porpoise" have been used interchangeably. If that point has ever confused you, don't worry. Most scientists don't make any distinctions either.

A few years ago, an ALL HANDS staffer tried to get to the bottom of this mystery. He searched through







many scientific journals and texts, tracing the scientific names of the orders, families, and genera of sea mammals. Finding no satisfactory answer there, he even called an expert at the Smithsonian Institution in Washington, D. C.

Without going into all the details, suffice it to say he came away more confused about the matter than when he started. So, if you like the name "porpoise," use that one. If you prefer "dolphin," by all means stick with it. If you don't like either, pick out an entirely different one. You may help us all.

WHALES ARE PLAYING A MAJOR PART in another series of experiments being conducted by the Navy. Along with sea lions, they have become the "man's best friend" of the sea by working as retrievers. No, they don't bring the weary sailor his slippers and evening paper. Instead, they retrieve test ordnance.

By rewarding them with tasty, small fish, naval researchers have recently trained whales to dive routinely more than 1000 feet to recover hardware such as torpedoes, and some have gone down to a 1654-foot depth. The project originally used both the 1200-pound pilot whale and the 5500-pound killer whale. However, the killer whale was dropped when the pilot whale proved to be more reliable.

In order to accomplish this, researchers placed a large yellow rubber bit to which is attached a special grabber device and hydrogen gas generator in the whale's mouth. The whale—with bit in mouth—swam down to a torpedo equipped with a homing device and

clamped the gas generator around the torpedo body. Then he swam back to the ship for his "supper." In the meantime, when the whale left the scene of his efforts, the gas generator was activated and the torpedo floated to the surface.

Sea lions go about it in a somewhat different manner.

The sea lions were fitted with a "grabber" device, a dual-jawed clamp which, when pressed against a target, completely encircles it. A line attached to the device is used to recover the ordnance. When the device was secure, the sea lion swam back to the ship for his reward, as did the whale. Sea lions are limited to depths of around 500 feet.

Man has been cooperating with seagoing mammals every since Jonah was swallowed by that "big fish." Navy scientists are just part of this long-standing tradition. They're trying to tap that vast reservoir of knowledge which sea mammals can provide to future sailors and navies around the world.

—JO3 Jim Stovall

**Facing page, far left: Porpoises escort USS Hawkins (DD 873). Facing page, top to bottom: Pilot whale and trainer go through torpedo retrieving exercise. Above left: Sea lion demonstrates Quick Find recovery system. Left: Sea lion poses with grabber device. Above: Trainers harness sea lions for training session.**

# THE STORY OF FOUR SHIPS

## and the men they honor


WITH FEW EXCEPTIONS, the Navy has named its ships in specific categories since the practice was initiated by Congressional act on 3 Mar 1819. During the battleship era states of the Union were honored; cruisers still bear the name of major cities and many aircraft carriers bear the names of famous battles.

To honor men who bravely fought these battles, or who otherwise dedicated their lives to the welfare of mankind, the Navy commissions its destroyer class ships and fleet ballistic submarines with proper names.

Among the latest to be so named is the newly constructed ocean escort *Jesse L. Brown* (DE 1089), which honors the memory of a heroic naval aviator who became the first American Black naval officer to lose his life in combat during the Korean conflict.

DE 1089 becomes the fourth ship to bear the name of a heroic Black American. The others are the veteran WWII escort ship USS *Harmon* (DE 678), now out of commission, a brand-new escort ship *Miller* (DE 1091) still under construction; and the fleet ballistic missile submarine USS *George Washington Carver* (SSBN 656). *Harmon* and *Miller* honor two enlisted mess attendants who lost their lives during WWII; the submarine honors the famous southern agricultural scientist.

THE NAVY PILOT for whom the *Jesse L. Brown* is named has been described as an unusual man, quiet, unassuming and serious—but full of humor—a devoted familyman, and one dedicated to his profession and his squadron. He also was the Navy's first Black aviator.

Born in Hattiesburg, Miss., on 13 Oct 1926, Jesse Brown was educated in Hattiesburg public schools and at Ohio State University in the College of Engineering. He enlisted in the Naval Reserve on 8 Jul 1946 and reported for active duty on 15 March the following year.

In less than a month, his enlistment ended in order for him to accept an appointment as a naval midshipman. He attended Navy preflight school in Ottumwa, Iowa, and continued flight training at the naval air training stations at Pensacola and Jacksonville, Fla. On 21 Oct 1948, Jesse L. Brown was designated a naval aviator.

A fellow officer believes that the young aviator "would have had a tremendous future," had his life not been snuffed out on 4 Dec 1950 during a daring attack against enemy positions near the banks of the Chosin Reservoir in Korea. Ensign Brown led a section of Fighter Squadron 32 aircraft to the scene in answer to a call for close air support from Marine troops fighting heavy concentrations of enemy forces near the reservoir. He was undaunted by the heavy antiaircraft fire encountered and repeatedly pressed his attacks, aggressively strafing hostile positions until his plane was struck by enemy fire and crashed.

A fellow pilot in Brown's squadron, LTJG Thomas J. Hudner, Jr. (now a captain), valiantly crash-landed his plane alongside the burning wreckage and attempted a rescue. In the presence of enemy troops,

**Facing page left: The new ocean escort Jesse L. Brown (DE 1089) is launched in New Orleans. Facing page right: Ensign Jesse L. Brown in 1949. Top: ENS Brown was the Navy's first black aviator. Above: LTJG Thomas Hudner greets Mrs. Brown after receiving the Medal of Honor for his gallant but unsuccessful attempts to save ENS Brown's life during the Korean conflict. Below: USS Brown after her launching.**

## REENLISTMENT ON THE BROWN

ONE OF THE FIRST reenlistments on board the ocean escort *Jesse L. Brown* (DE 1089)—named in honor of the Navy's first Black aviator—took place while the ship was still undergoing her precommissioning rigors.

Taking the reenlistment oath was Boiler Technician 1st Class Theodore Smith, pictured here. Petty Officer Smith supervised the operation of both the ship's 1200-psi boilers when the ship got underway for her home port, Newport, R. I., after she was commissioned at Boston.

and with scant hope of personal survival or escape in the sub-zero temperature, he steadfastly packed snow around the fuselage with his bare hands to keep flames away from the trapped aviator. But after he struggled unsuccessfully to free Brown, Hudner was forced to return to his own plane and radio for help. A rescue helicopter soon arrived, but Brown had perished in the wreckage. In recognition for his heroic efforts, LTJG Hudner was awarded the Medal of Honor.

THIS MONTH, the commissioning pennant is scheduled to be raised on board *Jesse L. Brown* at the Boston Naval Shipyard, after which the 438-foot ship will steam for Newport, R. I., her assigned home port, where she will operate as a unit of the Atlantic Fleet Cruiser-Destroyer Force.

Molding the *Jesse L. Brown* crew began last November, using a new concept in unit precommissioning training. The unit is composed of approximately 200 officers and enlisted men with a nucleus crew of key officers and supervisors numbering about 35. The unit, in turn, is divided equally, with each of the two increments receiving in the neighborhood of four weeks' training.

The first half of the unit began training in November, and reported to the ship in Boston. The second half started its training a month later and will report aboard before commissioning.

This intensive training, according to the ship's prospective commanding officer, Commander William Fogarty, is designed to prepare each man for his specific job in the ship, including damage control and firefighting. Many of the crew have received specialized instruction in certain areas of responsibility.

IT IS EXPECTED that the same type of unit training will be used to prepare the crew to man *Miller*. Identically designed to the *Knox*-class *Jesse L. Brown*, the DE 1091 is also equipped to locate and destroy hostile submarines. She has an overall length of 438 feet; extreme beam of nearly 47 feet; and a full-load displacement of 4200 tons. Yet she can exceed 27 knots' speed. Her crew will consist of 17 officers and 228 enlisted men.

Among *Miller's* technical equipment will be a bow-mounted, long-range sonar and variable depth sonar, while her armament will consist of one 5-inch .54-caliber rapid fire gun, an antisubmarine rocket *(Asroc)* system, and two antisubmarine homing torpedo launchers. In addition, both *Jesse L. Brown* and *Miller* have space allotted for a self-defense missile weapons system.

Slated to be commissioned sometime in April, DE 1091 has been named in honor of Ship's Cook 3rd Class Doris (Dorie) Miller who served heroically in the battleship USS *West Virginia* (BB 48) during the Japanese attack on Pearl Harbor.

Historians have recorded that Mess Attendant Dorie Miller was collecting laundry in the battleship when general quarters sounded as the raiders struck Hawaii. Within minutes, the ship was rocked by six or seven torpedo hits, at least two bombs exploded on board, and her decks were covered with burning debris and flaming oil showered from an explosion in nearby USS *Arizona's* forward magazine.

Miller raced to his GQ station – the antiaircraft battery magazine amidships—only to find that torpedo damage had already taken its toll. He hurried topside where he braved the bombing, strafing and flaming decks to help the ship's mortally wounded commanding officer to a place of greater safety. Miller then manned a machine gun and opened fire on the attackers, relating later that he believed that he got one of them before he was ordered to leave the bridge after some 15 minutes of continuous firing. For his selfless risk in trying to save his CO, and his extraordinary display of courage in the face of death, the 22-year-old sailor was awarded the Navy Cross.

FROM HIS FATHER'S FARM near Waco, Tex., Miller joined the Navy in September 1939, and served in the ammunition ship USS *Pyro* (AE 1) before being assigned to *West Virginia*. After Pearl Harbor, he served in the cruiser USS *Indianapolis* (CA 35) for 17 months, then spent a brief time at the Puget Sound Naval Shipyard in Washington before joining the crew


**Above: Dorie Miller after receiving the Navy Cross in ceremonies at Pearl Harbor in 1942. Right: The new ocean escort Miller (DE 1091) is launched in New Orleans.**

of the newly constructed escort aircraft carrier *Liscome Bay* (CVE 56) in the spring of 1943.

Shortly afterward, Miller was promoted to ship's cook 3rd class—before the ship was commissioned in August. Then, scarcely more than two months later, having completed drill and exercise periods off the California coast, Dorie Miller and the new flattop departed San Diego on 21 October for Hawaii and subsequently the invasion of the Gilbert Islands. The battle for Tarawa commenced on 20 November, ending in a U. S. victory some 76 hours later. The young Texan sailor had had his second taste of battle and come out unscathed.

The following day, just after reveille—on her 99th day as a Navy ship—*Liscome Bay* became the target of a Japanese submarine torpedo—at 0510. Twenty-three minutes later she sank, carrying the task force admiral, the commanding officer and 644 crewmen with her. Petty Officer Miller was not among the 242 survivors, but his deeds at Pearl Harbor will long be remembered.

THE FIRST U. S. NAVAL SHIP to be named in honor of a Black Navyman was the World War II destroyer escort USS *Harmon*, christened on 25 Jul 1943 by Mrs. Naunita Harmon Carroll in honor of her son, Mess Attendant 1st Class Leonard Roy Harmon, who had died eight months earlier during the Battle of Guadalcanal.

Leonard Harmon was serving on board the cruiser USS *San Francisco* (CA 38), flagship of the Navy's Guadalcanal task force, which led a fleet of five cruisers and eight destroyers to victory against two Japanese battleships and 14 destroyers bent on shelling Marine-held Henderson Airfield. The pointblank attack was made at night, illuminated by searchlights and star flares. Fighting became fierce on both sides. *San Francisco* was hit numerous times, and Leonard Harmon was in the thick of it.

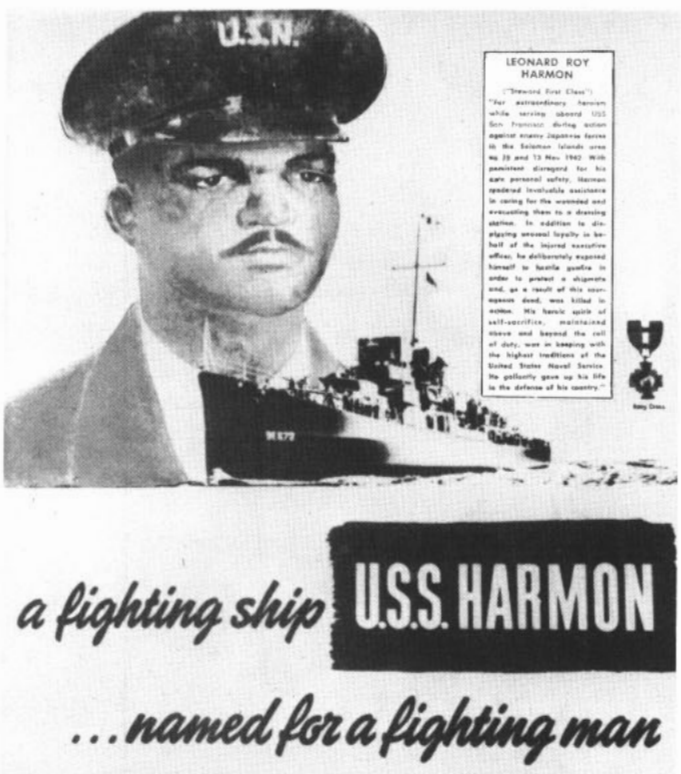
Despite the savage enemy shelling he continued to assist and care for the wounded and evacuated men to a dressing station. At the peak of the battle, *San Francisco* came under vicious cross-fire from three directions, temporarily losing power and steering control. As the ship slowed, enemy salvos found their mark on the navigation bridge, killing the force admiral and all but one of his staff. Harmon deliberately defied the enemy gunfire to protect a fallen shipmate with his own body and was among the 107 to die aboard the cruiser which had taken 45 shells, 15 of them 14-inchers from battleships. For his courageous actions, Mess Attendant Harmon was awarded the Navy Cross, posthumously.

## MILLER BARRACKS AT GREAT LAKES

NO DOUBT there will become a close rapport between the inhabitants of the Navy's newest bachelor enlisted quarters complex at Great Lakes and the crew of a newly constructed ocean escort. Both have been named in honor of Doris (Dorie) Miller, who distinguished himself in defense of Pearl Harbor on 7 Dec 1941 (see text).

The BEQ, which was dedicated a year ago on the anniversary of Pearl Harbor, houses nearly 2000 service school students at the Great Lakes Naval Training Center. Some of the students studying and living there may eventually be assigned to USS *Miller*, slated for commissioning in April.

**Below: A World War II recruiting poster honors Leonard Harmon and the ship named for him. Below right: The destroyer escort Harmon (DE 678) served in the Pacific during World War II and won three battle stars.**




As for his namesake, USS *Harmon* was commissioned on 31 Aug 1943 and joined the Third Fleet in the Pacific, arriving at Noumea on Christmas Day. She remained on escort duty in the Samoa area until September 1944 when she proceeded to Pearl Harbor to join the Seventh Fleet. Later, as part of Task Group 77.9 she took part in the Lingayen Gulf operations and still later, while serving as a screen for Task Unit 77.4.1, survived an aerial attack by Japanese planes.

FOR ONE MONTH, beginning 15 Feb 1945, *Harmon* operated with the escort and antisubmarine screen at Iwo Jima. This was to be her last war-zone duty as she returned to Pearl Harbor to become a vessel of the First Fleet's training unit. She had earned three battle stars for her World War II service.

In August 1945, the destroyer escort steamed to Mare Island Naval Shipyard in California for a yard period before being reassigned to the Atlantic Fleet at New London, Conn. There she remained until December 1946 when she began a transition to the Naval Reserve Fleet and subsequent transfer to Green Cove Springs, Fla. On 25 Mar 1947, *Harmon* was decommissioned and placed in the Atlantic Reserve Fleet, Florida Group, and stricken from the Navy's ship list on 1 Aug 1965.

IT WAS in 1959 that the Navy broke away from its tradition of naming submarines solely after fish and denizens of the deep, and bestowed the honor on American patriots and developers of democracy. Next summer, the first fleet ballistic missile submarine to be named in honor of a Black American, USS *George Washington Carver* (SSBN 656), will celebrate her seventh anniversary with the fleet.

George Washington Carver—agricultural scientist and philanthropist—most certainly falls within the dedi-

cated American category. Born during the Civil War near Diamond Grove, Mo., Carver grew up in the midwest and worked his way through school, earning a B.S. degree from Iowa State College in Ames at the age of 30. For two years he continued to study and work at the college as a botanist, receiving a master's degree in 1896 before accepting a position at Tuskegee Institute in Alabama.

Carver set out to persuade poor farmers to enrich their exhausted southern soil, drained of minerals soaked up by cotton. He created a school-on-wheels to demonstrate soil fertilization. He also convinced many to plant peanuts, sweet potatoes and soybeans. It then fell upon him to find wider uses for the vastly produced products; through his experiments, he created 300 by-products from the peanut plant alone—cheese, milk and coffee substitutes, flour, ink, dyes, soap, wood stains, imitation board—and a hundred outgrowths from the sweet potato, such as flour, vinegar, molasses, rubber, etc.

Carver's work was to become widely recognized in the ensuing years and in 1923 he was awarded the Spingarn Medal and in 1939 the Roosevelt Medal for his contributions in the area of conservation.

Three years before his death, on 5 Jan 1943 in Tuskegee, the famous Black philanthropist donated his life savings of $33,000 to establish the Carver foundation to carry on his research.

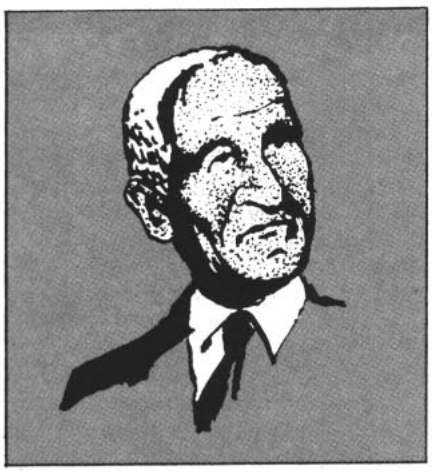
IN THE WAKE of FBM subs *Lewis and Clark* and *James K. Polk, George Washington Carver* was launched on 14 Aug 1965, placed into commission on 15 Jun 1966 and set out on her first patrol on 12 December that same year. With a length of 425 feet and a displacement of 7250 tons, *George Washington Carver* was designed initially to carry A-3 *Polaris* missiles. She carries two crews, one Blue and one Gold, each made up of 100 officers and enlisted men who normally serve three-month patrols out of the submarine's home port, Groton, Conn.

TODAY, USS *Harmon* is but a memory. The heroics of the man for whom she was named, however, have been recorded in the annals of naval history for all time.

As for *Jesse L. Brown* and *Miller*, they are on the thresholds of their careers. The dedication displayed by the men for whom they are named will serve as an inspiration to their crews as it has for the crews of *George Washington Carver*.

—JOC Marc Whetstone, USN.

**Below: The great agricultural scientist George Washington Carver (1864-1943). Bottom: The nuclear-powered fleet ballistic missile submarine George Washington Carver (SSBN 656).**



# PH3 MIKE McCRACKEN

# PHOTO FIXER

SOME SAY IT TAKES THE HANDS of a doctor, the patience of a jeweler, and the ability of a watchmaker. Others might not go that far, but anyone who knows anything about camera repair work in today's Navy knows a camera repairman has to resemble a skilled craftsman in both temperament and ability.

One Navyman on the way to gaining these skills is Photographer's Mate 3rd Class Mike McCracken. He is a student at the Naval Air Technical Training Unit's Photographic Equipment Repair "C" School (PHER), is a native of Texas, and now calls Camarillo, Calif., his home.

Mike has been in the Navy for three years. Most of his service has been with Commander, Fleet Air, in Hawaii in a flag administrative unit until he attended Photographer's Mate Class "A" School in Pensacola. Upon completion of class "A" school, he enrolled in the PHER course.

Although Mike finds time for relaxation with hobbies like bike riding, bow hunting, snorkel diving and table tennis, he is usually kept busy with his school and studies; qualifications for admission to the camera repair school are quite selective. A GCT/ARI test score of 110 or higher with a high mechanical score and at least 18 months' remaining service are required to obtain entrance to the school.

THE CURRICULUM of Camera Repair "C" School is broad and extensive. A complete knowledge of the repair of all the cameras, shutters, and flash equipment used by the Navy is required.

The 16 weeks there start with a basic orientation in tools. This covers screwdrivers, tappings and other small handtools. From here the students take a basic course in electronics to become familiar with the circuits they will encounter during repair of complex aerial cameras. The next phase is actual work with the aerial camera and its electrical components. Here trainees also get acquainted with "trouble-shooting" and other problem-solving exercises. This five-week part of the course is most extensive and eventually gives the basics to camera shutter repair.

From this unit, the cameras get smaller. The students are trained in basic repair of movie cameras for two weeks. This includes work on the Bell and Howell 70-KRM and the Kodak Cine Special II.

Then comes a course on ground camera repair. The Speed Graphic, Mamiya and 35mm cameras used by


**Above: PH3 McCracken dismantles a camera at the photographic equipment repair "C" school in Pensacola. Above corner: PHC Al McCoy gives detailed instruction on a stripped-down lens and shutter. Right: Working with precision tools is an essential part of McCracken's training. Below: Repairing a complex shutter mechanism demands the utmost care, patience, and intricate skill.**

the Navy are studied in this phase.

The curriculum is strenuous, exacting and necessary for the upkeep and maintenance of today's Navy cameras. Mike's summation of this instruction is that it is "excellent" and "very complete."

When asked why he chose this school, he said, "When I was little, I really dug working with tinker toys—later I became interested in more complex mechanics, and it seemed natural to try my hand at this."

—By PHAA John Valdez, Jr.
and PHAA Greg Simone

FOR THE TRAVELING NAVYMAN

# MICRONESIAN

TWO U. S. NAVY PATROL GUNBOATS anchor near a lush tropical island in the South Pacific, and a dozen crewmen ride rubber life rafts over a reef to a village of thatched-roof huts. The news of their arrival spreads quickly, and islanders are soon thronging the white, sandy beach. Many of them wade out knee-deep in the emerald green water, or paddle out in their handcarved canoes to welcome the visitors to their island.

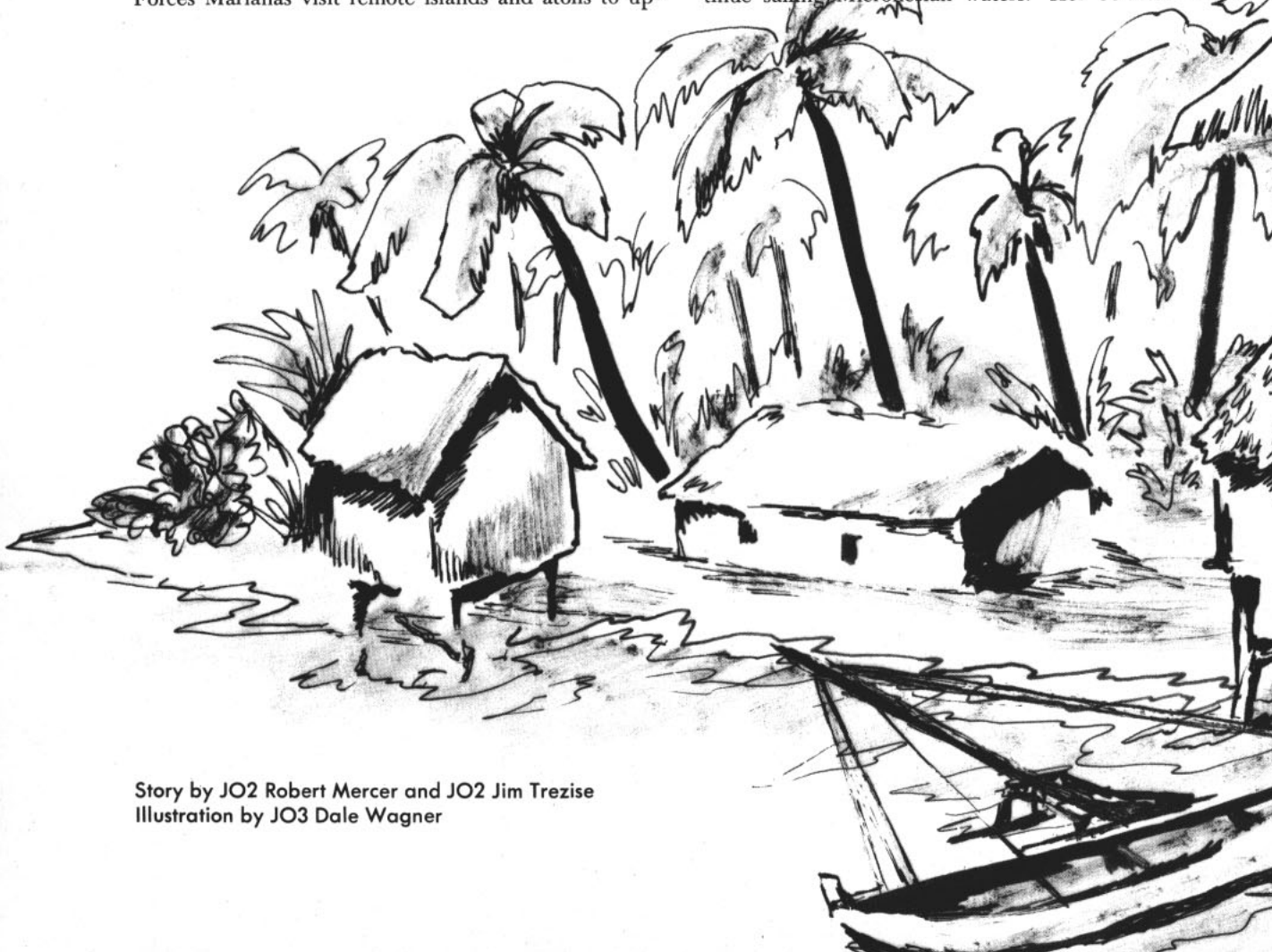
Sounds like the screenplay for a World War II movie, or maybe the warmup for some old salt's sea story? For all we know it may be both, but it's also a very real situation in today's Navy.

Walking coral beaches lined with palm-thatched houses and sailing in outrigger canoes is nothing unusual for men on certain ships homeported at the western Pacific island of Guam. Ships regularly set sail from Guam for the surrounding islands of the Trust Territory of the Pacific Islands (TTPI), which is comprised of the Caroline, Mariana and Marshall Islands and administered by the U. S. for the United Nations. Navy ships assigned by Commander Naval Forces Marianas visit remote islands and atolls to update census figures, check on conditions of island life, and look for signs of illegal fishing by foreign vessels.

There are over 2000 islands in the TTPI, but only about 100 of them are inhabited by the 100,000 Micronesians; a few islands have large populations, but most contain between 40 and 100 people. Conventional aircraft cannot land on most of the islands, so the alternative of sending ships—and for emergencies, amphibious aircraft—has become the most common method of reaching the island people.

IN MOST CASES, you can't apply for Micronesian duty—it comes by chance. ComNavMarianas assigns ships which are free for the moment to make the periodic visits to the islands.

Only one ship, the auxiliary ocean tug, formerly USS *Wandank* (ATA 204), has ever made visits on a regular schedule. She served the Navy out of Guam from 1956 to 1971, making many trips into the Trust Territory between towing assignments in the western Pacific. In 1971 the 143-foot *Wandank* was decommissioned and sent to the TTPI government to continue sailing Micronesian waters. Her 36-man Navy



Story by JO2 Robert Mercer and JO2 Jim Trezise
Illustration by JO3 Dale Wagner

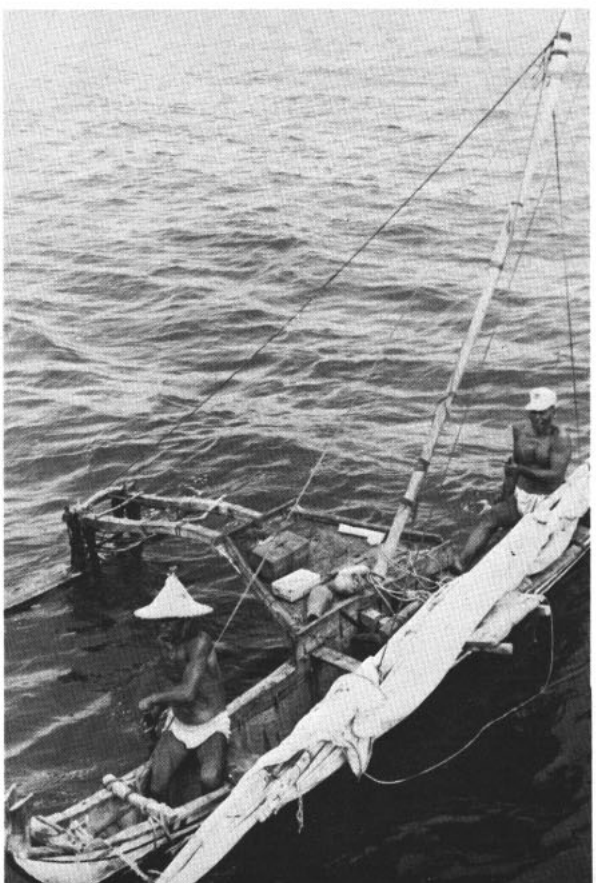
# ADVENTURE

crew was replaced by Micronesian sailors.

Ships which have made island surveys include tank landing ships, patrol gunboats and ocean tugs. Besides performing their basic mission of visiting the islands, LSTs are used to deliver heavy cargo, and the trips have generally proved popular among the 80 to 100 men on the 300-foot "Tees." Two of the Navy's newest and fastest patrol gunboats, uss *Asheville* (PG 84) and *Tacoma* (PG 92), have also made island surveys with their 26-man crews.

When a ship receives a Micronesia assignment, her crew is kept busy preparing for a two- or three-week excursion which will include over a dozen islands. These missions take the ship far from normal shipping lanes, so all equipment on board must be thoroughly checked to avoid breakdowns. An important piece of equipment is the 10-foot rubber raft and its outboard motor; since there are virtually no harbors on most of the islands, the raft is used for almost every landing.

SUPPLIES FOR THE TRIP include Navy community relations and Operation Handclasp donations. Hand-



tools, school supplies, fishing gear, cloth and sporting goods are typical donations, which are determined by availability and the islanders' expressed needs.

Before the ship sails, her crew must have a clean bill of health—since in isolated areas even the most common disease may be fatal to islanders. *Wandank* once delayed sailing for a day because a crewmember's child contracted measles, and only after medical tests showed there was no infection in the crew was she able to get underway.

Quartermasters have special problems navigating Micronesian waters. Not only do they have to find a small dot of land in the middle of the ocean, but also their charts are based on Japanese mapping operations of the 1920s. These charts contain errors and many blank spaces; *Wandank's* last Navy skipper reported that reefs are often incorrectly charted, if charted at all, and that bottom depths sometimes jump suddenly from several thousand feet to a hundred or less—which can be quite unnerving for officers of the deck.

Because the area is relatively uncharted, ships on island visits include updating of old charts as part of their duties. Local islanders also contribute much of the information that is passed on to the Hydrographic Service.

There are mountainous, volcanic islands in Micronesia, but a ship's duties usually takes it to the more numerous coral atolls. These coconut palm-covered masses of coral rise to about 15 feet above sea level and are surrounded by outer reefs forming lagoons. Many of the islands, which appear as oases in a desert of ocean, are so small that you can walk around them in about 15 minutes.

WITH NO HARBOR TO ENTER, the ship must stand off several hundred yards and lower a landing party over the side. The 10- to 12-man parties include a landing officer, a coxswain and a bowhook. Uniform of the day borders on the casual—baseball caps (sometimes replaced by a palm leaf), teeshirts, tropical shorts and sneakers—but one part of the uniform is always regulation: a life vest and a paddle.

When its lines are cast off and the raft is clear of the ship, an outboard motor propels the raft toward shore. Crewmen keep a close eye on the bottom with its sharp coral heads, often aided by islanders who have paddled out, or veterans of a previous visit who can point out a safe channel through the reef.

Sometimes there is no safe channel, and the only way in is to take a rough ride through the surf. In the Marshalls, there is no outer reef, so the Pacific hurls its full weight against the steep coral beaches—and the raft is almost always swamped, sometimes capsized.

During some landings the raft is beached on a coral shelf that might stretch hundreds of yards out from the island. When this occurs, the men must carry the raft across the jagged coral, which can produce cuts that are easily infected and take months to heal. Islanders often appear to shoulder part of the load, and sometimes even use their canoes to tow the landing raft ashore.

Traditional island dress is usually one of the first things noted by visitors to the smaller islands; men wear a "thu" loin cloth and women wear a "lava-lava."

Most islands have only one village consisting of thatched houses with woven palm leaf sides. House frames are tied together with coconut twine, providing sufficient flexibility to withstand even typhoon winds; mats on the floor serve as furniture and kerosene lanterns provide lighting.

While the TTPI has a central representative government, much the same as that of the United States, local authority and political leadership often remain vested in the island chief, for whom the people have deep respect. Decisions made by him and the island elders are always motivated by what is best for their people.

ISLAND PROTOCOL requires that a landing officer immediately contact the island chief; if he does not speak English, a school-age boy often acts as interpreter, and his rudimentary command of the English language can lead to small misunderstandings. During one *Wandank* landing, for example, the landing officer was walking toward a group of villagers when a sailor called, "Hey, chief," to the chief bos'n who was a few steps behind the officer. At that, the island leaders walked past the officer to welcome the "chief" and his men to the island.

The meeting between the chief and landing officer usually takes place in the village boathouse, which also serves as the men's club. Sitting on a mat opposite the chief, the landing officer explains his business. Population figures are gathered, community relations and Operation Handclasp donations presented, and services of the corpsman or ship's doctor offered. Only after business is finished does the officer request permission for his men to look over the island.

A HOLIDAY SPIRIT usually prevails as Navymen and islanders meet and trade. For men of the visiting ship, there are beautiful shells and a variety of handmade items to be examined and obtained by bargaining; islanders eye the everyday things of the outside world carried by sailors. Lighters, knives, candy and soap regularly change hands. Value systems are revealed as sailors discover that islanders prefer cigarette lighters to watches, and the islanders puzzle over what Navymen intend to do with those big glass Japanese fishing floats and common shells.

Camera-happy Navymen often take pictures of this new world and its people, and the most popular man is the owner of the type of camera whose instant pictures are passed among the delighted islanders. For some, it is their first portrait.

To quench the thirst of visiting Navymen, green coconuts are cut down by agile climbers and opened by a quick machete stroke. The milk of brown, aged coconuts is too sweet to drink in quantity.

"I drank more coconut milk on this cruise than I

have in my entire life," reported an *Asheville* officer. "Before we left one island the villagers covered the wooden pier with coconuts for us to take back. We filled both rubber rafts with as many as they would hold, but still had to leave two-thirds of them on the pier. Then when we got to the next island," he continued, "the inhabitants there also wanted to give us coconuts—but we had to refuse since the fantail was already filled."

TURTLE FEASTS are a part of island life only occasionally seen by visitors. The mammoth reptiles are caught on islands uninhabited by man, brought back alive and roasted in big fires. Turtle meat has been judged as delicious by most Navymen who have tried it, and turtle eggs—an island delicacy—are also served at a feast. Guests can also sample breadfruit, which grows on trees but tastes like freshly baked bread when warmed over a fire. Mangos, taro root and papaya, all staples in the island diet, are also served.

Sometimes the islanders make "tuba" by cutting open drinking coconuts and letting the milk ferment. Opinions vary over its taste, and even islanders seem to prefer American beer to the coconut brew.

While most of the men in the landing party are getting a firsthand education in island life, the corpsman or ship's doctor is hard at work. Since few of the ships assigned to visit the islands rate a doctor, the visiting medical man is usually a corpsman trained for independent duty.

EACH ISLAND has a government-trained health aide and a dispensary. The health aides, whom corpsmen have judged to be very capable, normally welcome an outsider's evaluation of their treatment and examination of difficult cases. The corpsman also checks the dispensary and gives the health aide any supplies he may need.

Doctoring in the islands is a totally new experience for most Navy medical men. A doctor on the *Asheville-Tacoma* trip in 1971 said, "I'd never made a house call in a palm-thatched hut where I had to go in on my hands and knees and work without light and with my interpreter outside."

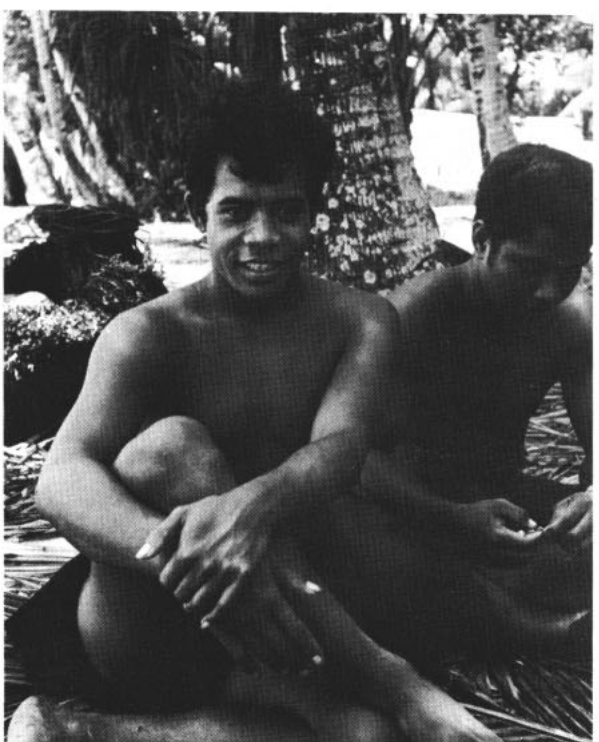
A corpsman on the same mission found out just how busy a medical man can be in Micronesia when he provided emergency medical and dental care. "I had to work with only a flashlight to see what I was doing," he said, "but everything turned out fine. Most of the patients were older people, and they were all highly appreciative." The corpsman also distributed 200 dental kits on that trip.

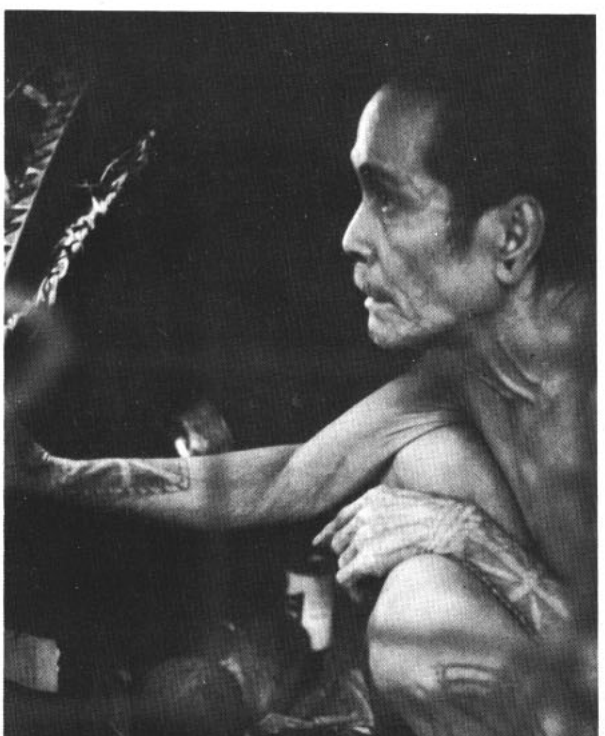
LONG LINES FORM to see the visiting corpsman or doctor. Nonetheless, even the common aches and pains of everyday living are treated with the same sincerity and care with which more serious cases are handled. Two men who died of flu just two days before one of *Wandank's* visits illustrate the fact that the most common illnesses present a danger on an isolated island.

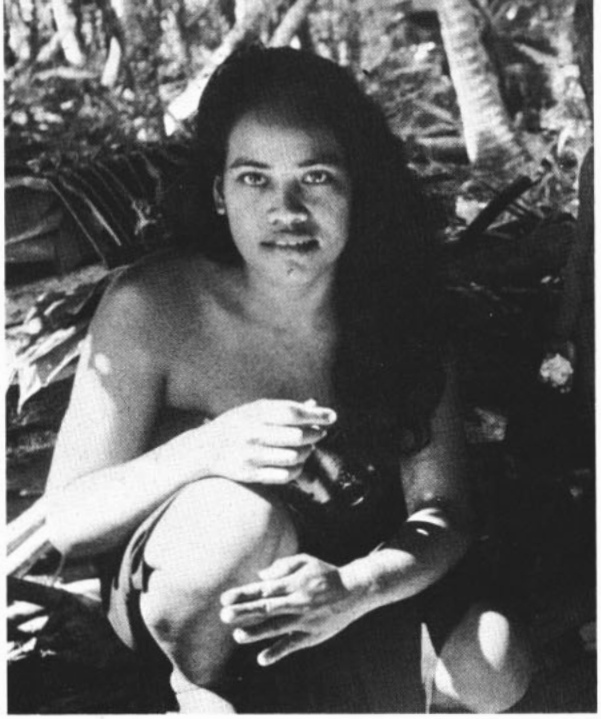
While people on major islands have access to doctors, many Micronesians do not; there are TTPI government roving medical teams, but like doctors and corspmen from Navy ships, they can stay on an island for only a short time. Consequently there is not time, or the facilities, for such things as corrective surgery or the prescribing of eyeglasses.

Things are changing in Micronesia, largely due to visits of ships. Roads and airstrips are being built, and many of the islanders seem to enjoy certain aspects of western culture—particularly movies.

VOLUNTEER WORKERS, often encountered by Navymen on these trips, are also bringing many ideas and practices of western life to the islands. Island youngsters return to their homes with new ideas after spending most of the year attending boarding school







and, with increasing trade, islanders are learning the value of a dollar.

The reaction of island children to new things often brings smiles to Navymen. Children on one island were fascinated by balloons which *Wandank* donated. *Asheville* and *Tacoma* gave another group of children soap bubble kits. "By the time the ship left," said *Asheville's* skipper, "the island was covered with tiny bubbles."

Since there are always many islands to be visited, a landing party can remain ashore for only a few hours. Navymen are often sorry to leave this different world, and islanders are just as disappointed over a ship's departure—it's often the only vessel to visit the island in a year or more.

WHEN THE TIME COMES for them to leave, Navymen find that launching a raft into the surf can be quite a challenge. The water inside the surf is too shallow for them to use the motor, so the crew must wade with the raft as far as possible into the surf, then jump in and paddle furiously. If the men work as a team, the raft will slowly climb the large swells and race swiftly down the other side; when they're far enough from the reef, the outboard takes over. Should their efforts fail, they find themselves back on the reef—often broadside and swamped.

Navy ships are called upon to provide a variety of services in Micronesia that are not specifically covered by regulations. While anchored at the island of Ulul, for example, *Wandank* was asked by three men to tow their 30-foot sailing canoe to the island of Pulap, next stop on the ship's schedule. The islanders had crossed the 50 miles between these two islands in one day, bringing six schoolchildren to meet an island trading vessel that would take them to boarding school. Now the canoe was faced with the prospect of sailing back to Pulap—a two-day voyage against the wind. *Wandank's* skipper solved the problem by having the canoe hoisted aboard, and the men and their craft were delivered to Pulap in five hours.

Islanders frequently request the assistance of electrician's mates and enginemen in repairing radios and generators. The problem is usually as simple as a dead starting battery or a loose wire, but loss of communications with the outside world is a serious matter with people on these remote islands.

SINCE THERE ARE VERY FEW SHIPS in the Micronesian area of the Pacific visiting Navy ships answer many emergency calls. *Wandank* once sailed for eight hours to aid the TPPI motor vessel *Turk Islander*, which was drifting dead in the water with a broken engine rocker arm. *Wandank's* engineering crew was able to weld the part, allowing *Turk Islander* to sail to the nearest port; if repairs had been impossible, *Wandank* was prepared to tow the vessel.

Surface Navymen aren't the only ones who visit the Trust Territory. Crewmen of Navy aircraft which make flights to the islands get a different view—usually of a narrow airstrip dating from World War II and bordered by encroaching jungle. Runway lights are rare so, except in emergencies, only daylight landings are made.

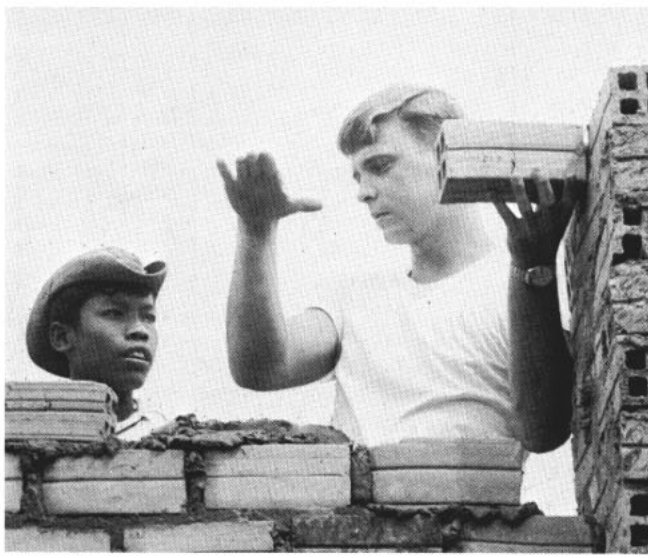
Isolated islands without airstrips are reached by HU-16 *Albatross* flying boats. Regular training flights are made from NAS Agana on Guam to other islands, but many emergency rescue flights are also made, as these planes are an integral part of the Joint Search and Rescue team. Most flights involve flying to a remote island and returning with a critically ill patient destined for the Navy Hospital on Guam.

Navymen who have visited the islands of Micronesia are often favorably impressed by the peaceful life which exists there. Change is coming to the island—the only question is, how fast? Until the old ways disappear, however, Navymen can still experience the sailor's dream, and one day tell their own tales of tropical islands with lovely girls and sailing canoes.

The little-publicized stories

# Footnotes to History*

***Operation Helping Hand, Hog Farms, Chicken Lift, Family Housing, Passage to Freedom, Medical Teams, Village Clinics, Food Programs, Animal Husbandry, Dental Aid, Bac Si, School Projects, Project Handclasp . . .***



AN AMERICAN SHIP sailed into Haiphong harbor, and she was met by several thousand eager Vietnamese people. Under a banner reading "THIS IS YOUR PASSAGE TO FREEDOM," in two languages, thousands of refugees filed on board. Most of what they owned they carried with them aboard ship.

The American ship, and others like her, had gone to extraordinary lengths to prepare for these passengers. The crews had arranged special accommodations; medical units had worked day and night to ensure a safe voyage to South Vietnam.

The ships were a special task group from the Pacific Fleet Amphibious Force. The operation, called "Passage to Freedom," was the first major attempt by U. S. military forces to help the Vietnamese people. It didn't take place yesterday—it happened in 1954.

Now—18 years later—war and bloodshed have obscured this particular operation from many memories. Yet its importance today is highlighted by the withdrawal of American troops and sailors—it illustrates the first of many individual and collective attempts on the part of the American military to aid the Vietnamese people in a peaceful way.

The evacuation in 1954 came just after the last of the French forces had departed from Vietnam. A peace accord in Geneva, Switzerland, was signed soon afterward. That agreement divided Vietnam at the 17th parallel into northern and southern zones, but a part of the accord also stated the Vietnamese could choose to live in either zone.

IT SOON BECAME APPARENT that a large number of people wished to leave the north. The U. S. Navy assigned a number of ships to a special unit, Task Force 90, and these were readied to carry large numbers of refugees and tons of goods.

When the nine-month operation ceased in May 1955, the Navy had transported 310,848 people; 68,757 tons of cargo; 8135 vehicles; and 36 barges to South Vietnam from the north. A total of 66 deaths and 186 births were recorded during the operation. (Those born aboard ship were technically born on American soil, and as a result they were offered the option of becoming U. S. citizens on their 21st birthday.)

The operation's problems, of course, were massive. Not only did the passengers have to receive medical treatment, but the American crews, conversely, had to be inoculated against diseases which could have been brought on board. Navy cooks spent hours cooking rice and other indigenous foods for their passengers; quarters were cramped affairs. It is now but a matter of record that these and many other difficulties were overcome.

The number of people carried represented less than half of the 800,000 refugees who left the north during this time of trial. The remainder were either carried by ships of other nations, or they made the long journey on foot. In reality, "Passage to Freedom" amounted to a massive translocation of a nation's people.


POLITICAL AND SOCIAL UPHEAVALS in Indochina continued, but for the rest of the 1950s, Americans —publicly and privately—confined their aid to humanitarian and economic needs only. In a country like the Republic of Vietnam, where the fighting never really stopped, there were plenty of these needs.

As American military presence increased in the early 60s, more and more military and nonmilitary personnel were exposed to the plight of the Vietnamese. As this exposure increased, the desire also increased on the part of Americans to help in any way they could. Out of this have come many stories of personal sacrifice, courage, and devotion to humanity on the part of Americans. Interwoven through these efforts have been those of members of the United States Navy.

The following are just a few of the vignettes that could be recounted depicting the efforts of our Navy's men and women. Each instance could be duplicated a dozen times.

OPERATION HELPING HAND—As they worked with members of the Vietnamese Navy, U. S. Navymen quickly became aware of their personal situations. For the Vietnamese military, the pay is extremely low—a 1st class petty officer with a wife and two children receives much less than a civilian who drives a cab in Saigon for a living. Benefits—such as government housing – are sparse; disabled veterans, too, are left pretty much without government assistance, and what aid there is could be called sketchy.

The situation cried out for action—the Vietnamese and U. S. navies responded by combining their efforts in 1969 to organize Operating Helping Hand. A multifaceted project of creating and building housing, providing for widows and dependents, distributing food,

and constructing rehabilitation centers for disabled veterans, Operation Helping Hand took hold and grew.

PIGS AND CHICKENS—The project developed a "pigs and chickens" program which provided some of the primary foods—meat and eggs. Sharing their know-how, many U. S. Navymen advised the Vietnamese in animal husbandry, building farm facilities, and care and feeding methods. In Cam Ranh Bay, a model farm was established for livestock breeding. At Da Nang, U. S. Navy aircraft, even, were used to airlift baby chicks—some 23,000 at one point—for distribution to farmers in the area. By American standards this may not seem to have a place in war, yet Vietnamese navymen and their families must "scratch" for their own living. Feeding themselves is not a matter of getting to the commissary—it's a family problem.

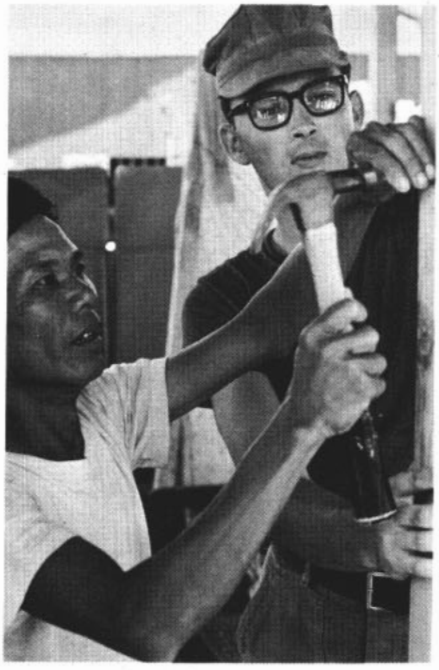
The U. S. Navy doesn't have any farming specialists, nor does it recruit any people for that purpose—that's why the farm in Cam Ranh Bay was so interesting. Many of our men working there—even though their training was in a military specialty—had grown up on farms or in rural areas. Others, though, had no agricultural experience at all, yet they learned along with their Vietnamese counterparts.

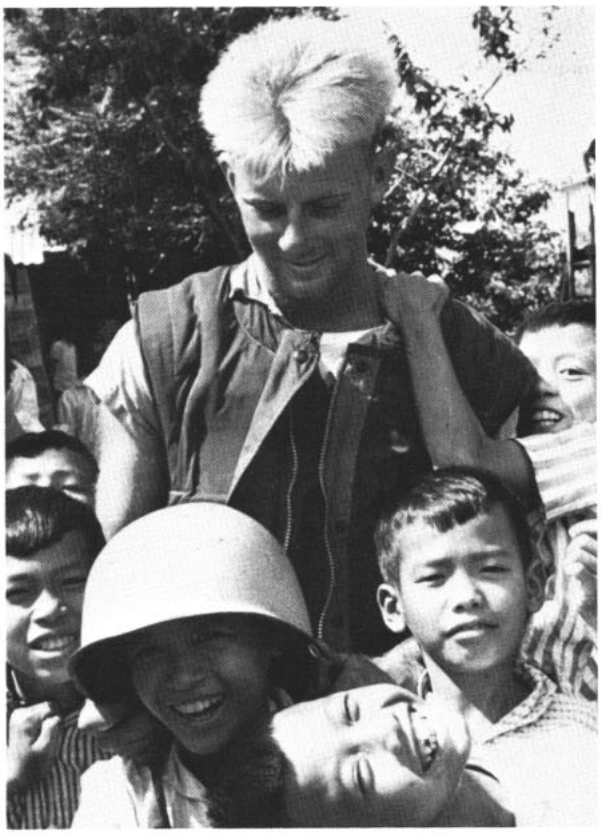
FISHING JUNKS—Another part of the program was a fishing project, which had as its goal providing fish at low cost for the Vietnamese commissaries. With American help, the Vietnamese were outfitted with 10 modified junks with nets and during the first year, the fishing project netted (to make use of a word) a savings of $92,000.

MEDICAL TEAMS—Most of the American aid to the Vietnamese, however, has not been "down on the farm." A major portion of the U. S. Navy's work has been concerned with the health of the people, both civilian and military—sometimes even people the government considers as its enemies. Each week, for example, a dental officer and two technicians would drive to Da Nang jail to treat the prisoners, spending about an hour in examinations and passing out bandages and other supplies, while explaining proper dental care.

These teams would also visit villages in the area. When they did, they found that the people they saw needed medical attention as well. Soon medical teams of the same type were formed at the Da Nang base. Not only did they treat the sick and injured, but the doctors and corpsmen also passed out vitamins, antibiotics and other medical supplies, as well as soap.

VILLAGE CLINICS—Near Liem Lac village, there came about a phenomenon known as "Haley's Clinic." Rather than blazing across the sky, Haley's clinic






had a trail which consisted of a bumpy jeep ride, a crowded boat trip and a hike along a rice paddy. This was the circuit that Hospital Corpsman 2nd Class Bob Haley, a member of the MACV advisory team in Da Nang, took every week.

Along with two Vietnamese, he would set up his clinic in the Liem Lac village school, and people of all ages—complete with all kinds of ailments—would come to him. For the more serious cases, he would arrange to transfer the patients to a larger medical facility. Most of the ailments were minor, however, and Haley would see an average of some 230 people each week—people who otherwise would have gone without medical aid.

It seems sometimes that hospital corpsmen will find any excuse at all to treat people. Medical teams traveling with Naval Mobile Construction Battalion 62 would often treat civilians who gathered to watch a bridge being rebuilt. In another case, Hospital Corpsman 1st Class C. F. Dauphinais set up a weekly sick call in 10 different villages; working with hamlet health officials and Vietnamese nurses, he was able to see more than 2000 patients each month.

"BAC SI"—The Vietnamese word for doctor—was a man the Vietnamese rarely had seen, but with the coming of the Americans, that changed in many parts of the country.

There were many individual stories of assistance given by American bac si's—one of which occurred early in 1967.

An eight-year-old Vietnamese boy was seriously injured after falling against the flywheel of the engine in his father's fishing boat. An Australian vessel was the first to arrive on the scene, and some immediate help was given. The Australian ship lacked medical facilities and sent out a signal to the nearby USS *Washtenaw County* (LST 1166). *Washtenaw County* relayed the call to a U. S. Marine group ashore, which, in turn, summoned an Army helicopter to the scene.

While all this was happening, the Coast Guard patrol boat USCG *Point Orient* made her way alongside the Australian craft and transferred the father and his son to *Washtenaw County*. From that ship, they were flown to medical facilities in Quang Ngai—long and complicated, yet it all took place in less than an hour.

Among the U. S. Navymen who were awarded the Republic of Vietnam's "'Medal of Honor" was Dental Technician 3rd Class Thomas L. Brown, for what the government termed his "unselfish devotion to bring better health and understanding to the Vietnamese people." During his off-duty hours, Brown was a volunteer member of the dental facility's team at Saigon which donated time and effort to improving dental habits among the civilian population. Often

working under the threat of enemy attack, Brown and others would visit villages, overcoming their inhabitants' initial fears in the process, and offer help in treating dental and related medical problems.

HOUSING PROJECTS—Housing was another problem area in which Americans found they could assist the Vietnamese. For instance, an orphanage is standing today in the city of Quang Tri—25 miles from the DMZ—because men from Mobile Construction Battalion 10 spent their Sundays and other off-duty hours repairing it after it had been hit in a mortar attack. This example is just one of many similar jobs done by our Navy's Seabee teams. Not only have they built, but—in line with one of the purposes of Operation Helping Hand—they have also trained. On many occasions when they have improved the construction in a village or hamlet, they have had local people working with them and learning building techniques.

ROADS AND BRIDGES—Other specialties of the Seabees were roads and bridges—bulldozers all over Vietnam increased military capabilities, but also made isolated hamlets more accessible to a number of larger urban areas.

Seabees weren't the only American builders in Vietnam. Many military units donated their time and extra supplies in efforts to make life more livable for people in that war-torn country. One good example is what happened in a Saigon suburb in 1965. A group of thatch-roofed houses were leveled by fire which left many families homeless. Lieutenant Commander Donald A. Tesch found out and set his mind to a solution: use the wood from packing crates which is usually thrown away.

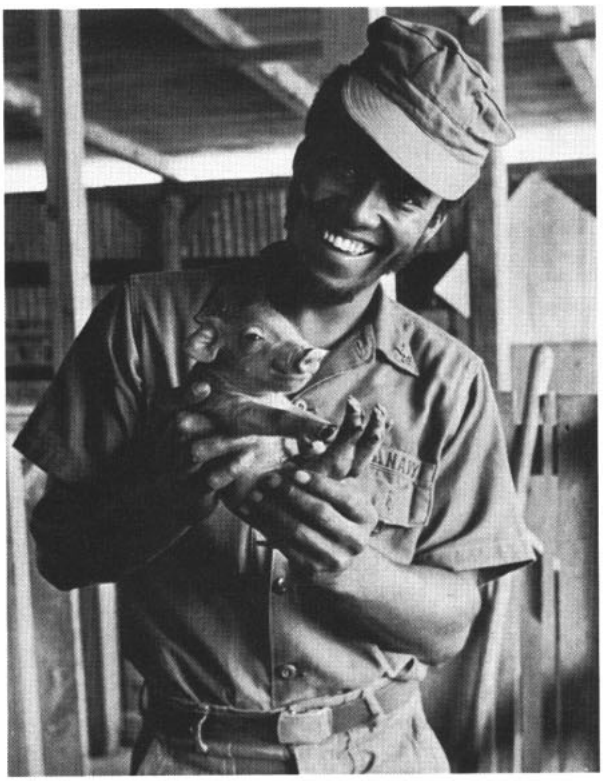
Called dunnage, this wood is found in quantity around supply dumps. LCDR Tesch gathered volunteers, borrowed some tools, commandeered a grader and cement mixer from various sources and set to work. Within two months the group was well on its way to rebuilding the village.

Another problem was overcome when the need for doors, fixtures and window shutters was encountered. The project had cost nothing until then, but these items took money. The activity's chaplain suggested Project Handclasp and, sure enough, the materials appeared—within six months 34 new homes were ready.

SCHOOLS FOR VIETNAMESE CHILDREN—Another project had a somewhat different purpose. Back in 1968, Lieutenant Joseph A. Raibert, a U. S. advisor to the Vietnamese navy's Recruit Training Command at Cam Ranh Bay, got it into his mind that he wanted to build a school. That was natural enough for a training advisor, but the school he wanted to build wasn't to be used by recruits—it would be for the children of the RTC staff.

Here, too, no funds were available; LT Raibert began looking around. He went to a nearby U. S. Army base and had a draftsman draw up some plans. Once he knew what materials were needed, he gave the procurement task to three of his enlisted advisors. Not long afterward, the materials began to arrive from various sources.

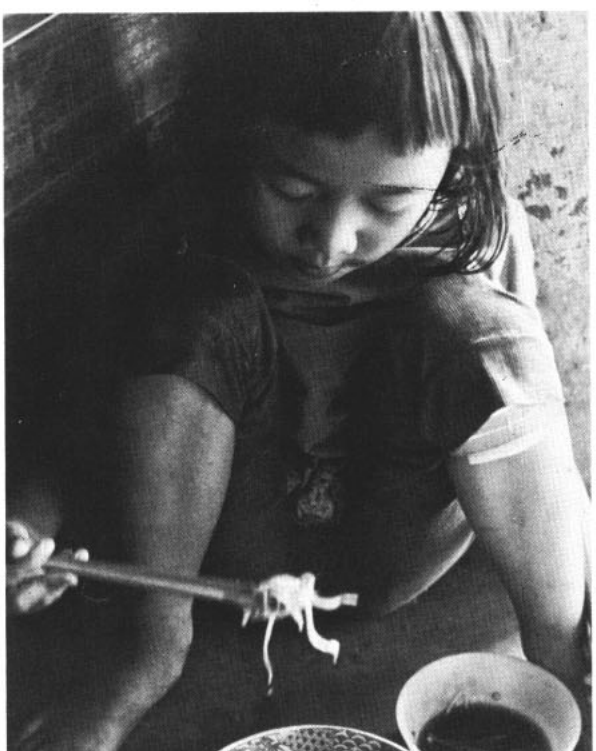
After recruiting some volunteers, LT Raibert and his group went to work on construction. Within two and a half months, a seven-room schoolhouse—complete with seesaws, swing sets and picket fence—was completed. The inside looked as good as the outside. It was equipped with fluorescent lights, new desks, chairs and blackboards.



EDUCATIONAL SCHOLARSHIPS—Another fruitful idea was that of Navy Chaplain Willard W. Bartlett. Knowing of the lack of educational resources for most Vietnamese children, he established the Vietnamese Education Scholarship Board and the scholarship program it directed. The board disbursed scholarship money to Vietnamese students around Da Nang and received funds from U. S. donors serving in Vietnam and their families. The students who received the scholarships must spend some of their time teaching Vietnamese children who do not have schools available to them.

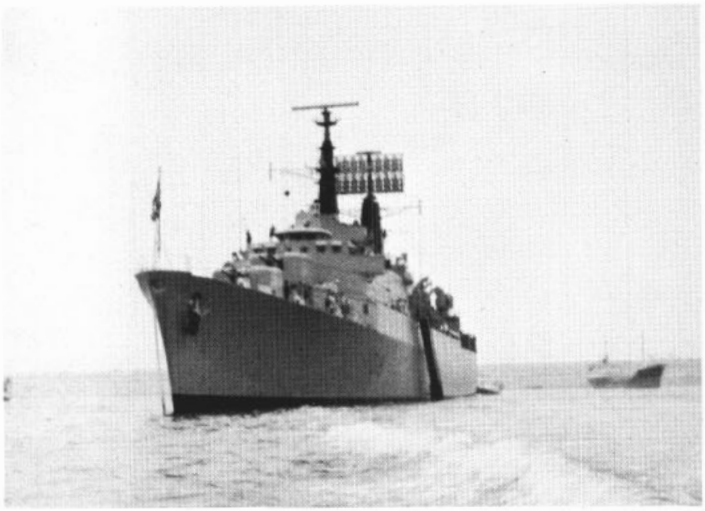
Now with the signing of a cease fire, such tales of individual and personal help on a voluntary basis will become less frequent. But the effects of projects begun by Americans and continued by the Vietnamese will be lasting—while many of the projects should prove to be the foundations for more improvements fostered by the people themselves in the years ahead.

—JO2 Jim Stovall

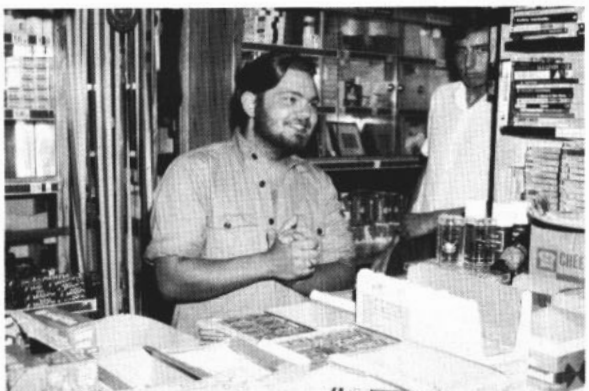


# A VISIT WITH THE ROYAL NAVY

# HMS ANTRIM



Above: Men of the Royal Navy perform a myriad of jobs in HMS Antrim's forecastle. Right: Antrim, the newest guided missile destroyer of the "County class." Below: CO, CAPT David A. Loram. Below right: Deck field hockey on a helo pad. Bottom: Civilian workers run the ship's store aboard the British vessel.



FOR SIX WEEKS she was among the several ships engaged in joint maneuvers with units of the U. S. Sixth Fleet in the Mediterranean. Still, she stood out like an evening star—flying her red, white and blue Union Jack.

It wasn't only HMS *Antrim's* flag that drew interest from the American sailors. It was the ship herself, her crew and glimpses of the onboard routine.

Newest of eight British guided missile destroyers of the *County* class, *Antrim* is an impressive 505-foot ship with a displacement of 5440 tons. She was commissioned late in 1970 and carries 450 enlisted men and 40 officers. Notable features include her superstructure—made of aluminum to cut down on top weight—and her highly automated equipment; engi-

neering spaces are controlled either by computer or by push-button, and the ship's missile system can be run completely by three men.

The crew is entirely volunteer, having no pressure from a national draft system. According to the ship's skipper, Captain David A. Loram, the only way to maintain a totally volunteer force of any kind is to pay the men more, and make things as pleasant as possible for them, which, he claims, isn't always easy, particularly on deployment.

NEVERTHELESS, the captain has found several ways of making things more pleasant for his crew. One is to pipe "Hands to Bathe," whereupon nearly everyone jumps over the side for a dip. Changing into swimming attire isn't difficult for the men of *Antrim*. Their underway uniform is a pair of shorts and leather sandals. Shirts, however, are required on the mess decks.

Occasionally CAPT Loram breaks up the at-sea routine by ordering the duty section to go ashore and set up a campsite in true British fashion. During other in-port periods, the crew has available to them three sailboats and a number of canoes, and a somewhat liberal leave policy which allows hiking enthusiasts to trek from one port to another. The ship arranges to pick them up, which "makes for a nice holiday in the middle of a cruise," says the captain.

The British have always been athletic and the men of *Antrim* are no exception. They have a favorite sport played with sticks and a small coil of rope wound with black tape—shades of U. S. street hockey. Running and swinging sticks on a flight deck lends little toward safety, but the undaunted British have found a way of reducing the abrasive surface of the nonskid surface by first spraying it with water. This makes it rather slippery, but it also reduces the chance of bad bruises often suffered during a game.

WHAT ELSE IS DIFFERENT about the Royal Navy? Well, they still issue men two cans of beer at the noon meal. Chiefs have an open bar in their mess, officers play parlor games after dinner, and everyone breaks for tea at precisely four o'clock.

To the surprise of many Americans, there are civilians on board *Antrim* as part of her regular force—tailors, cobblers, launderers—whose services are somewhat extensive. A tailor, for example, will make a custom suit for a small charge. The men who run the ship's store are also civilians whose company has a contract with the Royal Navy and maintains certain agreements with regard to stocking and price regulations. Like the other civilians, they are not personally under contract with the navy and are free to leave the ship whenever they please.

In talking with the ship's crew, some general facts about the British Navy were learned – for instance, training and terms of enlistment are considerably different from those of the U. S. Navy. Usually an enlisted man obligates himself for a nine-year period. If he has technical school training provided by the Navy, his enlistment is increased to 12 years. However, a man may join up under a special contract for a period of four years, then if found to be totally unsuited or genuinely miserable in the Navy, he may "Pay the Queen" about 100 pounds ($250) and buy his way out of service.

Officers, too, are under a considerably different program than are Americans. A British officer, for example, might be in the Navy for six years before he goes aboard his first ship. He is obliged to earn a bachelor's degree, then attend Navy-related courses at Dartmouth Naval College before serving a brief period as a sub-lieutenant, the equivalent to an ensign.

COMPARED TO THE AMERICAN promotion system, advancement in Royal Navy rank is considerably slower. CAPT Loram pointed out that he entered the Royal Navy in 1937 as a cadet at Dartmouth. Since then he has had three commands and has held the rank of captain for eight years. In the British Navy, captains remain in their rank for nine years, usually, then they either make admiral or retire.

Enlisted pay grades begin at about $60 per week, considered by British standards to be a respectable salary. However, out of this, the sailor must pay two or three dollars a day for his room and board. There are variations to all pay and promotion programs, just as there are in the U. S. Navy, with certain compensations being made for the married men. A number of new enlisted programs provide varying requirements suited to the individual.

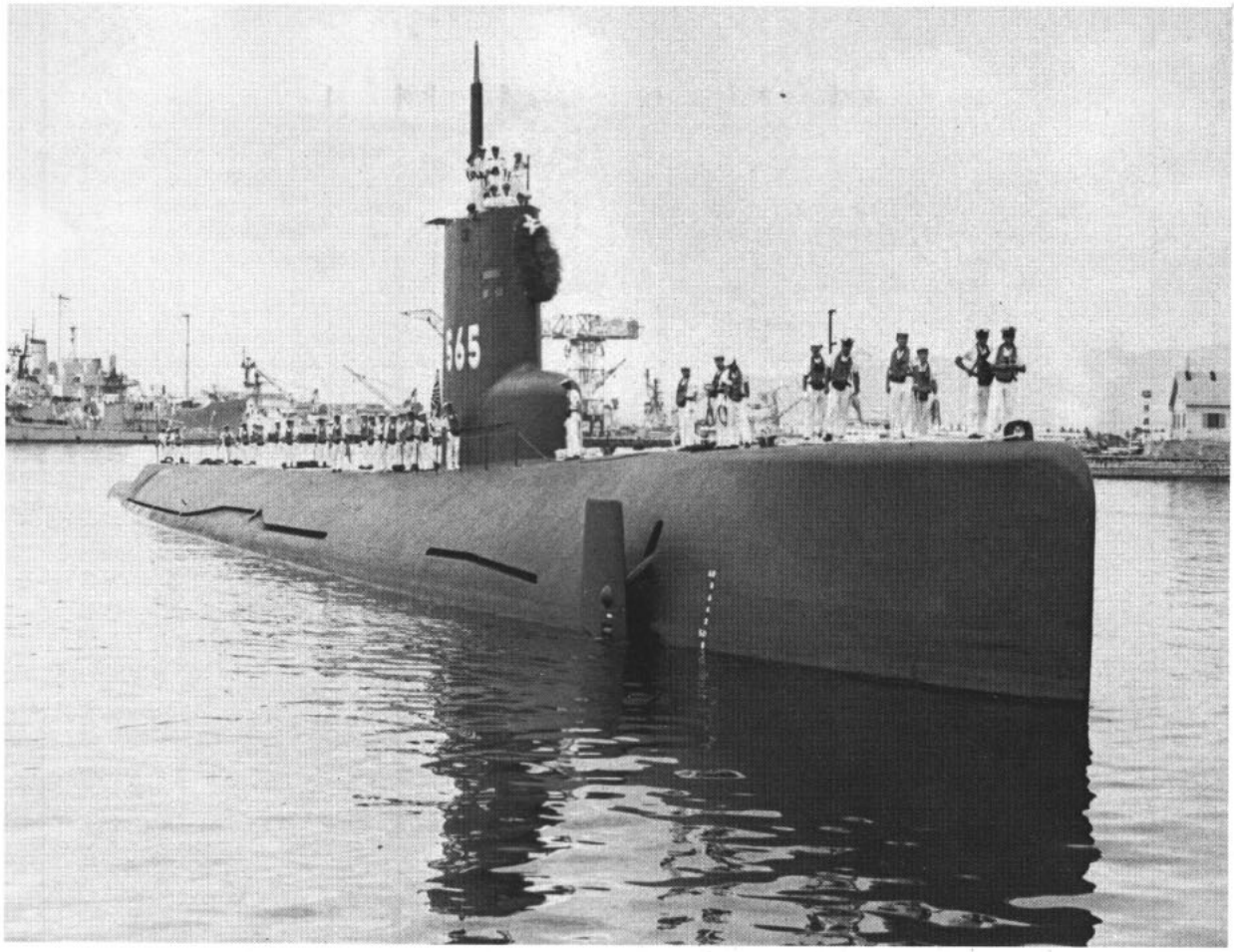
But, in spite of the differences in the British and American navies, the two worked well together during the six weeks *Antrim* steamed with the Sixth Fleet. Operating with USS *Kennedy* (CVA 67) provided an outstanding training opportunity for the destroyer's crew to work within their ship's intended mission—defending aircraft carriers.

"This and other factors, stirred our men to work," commented CAPT Loram. "They had a real sense of purpose. . . . seeing that huge carrier, they felt as though they were part of something important.

"Personally," the captain concluded, "I would like to see more of this type of operation. It is essential that the navies of the smaller nations be ready, and the way is to link our assets with the resources of the western powers and work on an international scale. To be strong in war, we must practice in peacetime."

It is unlikely that the U. S. Fleet would be operating on its own should there be a need to deploy under combat conditions to the European area. Instead, it would be working in conjunction with allied navies as the captain suggests. Meanwhile, training elements like HMS *Antrim* and the Sixth Fleet become increasingly important to the survival of the free world.

—JOSN P. Michael Reidy, USN




## A VISIT WITH THE JAPANESE NAVY

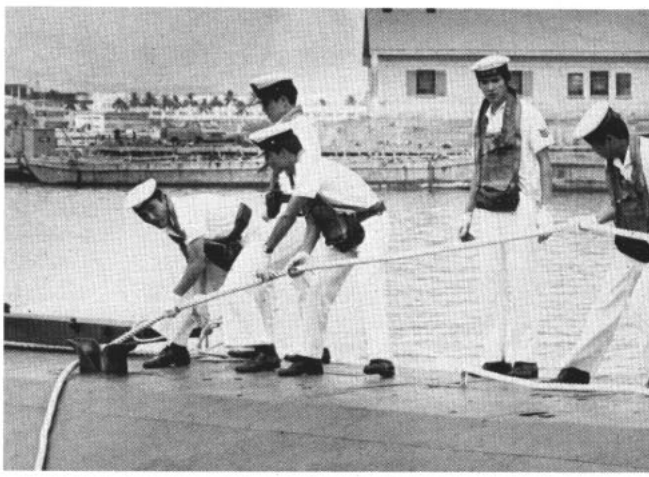
# ARASHIO (SS-565)

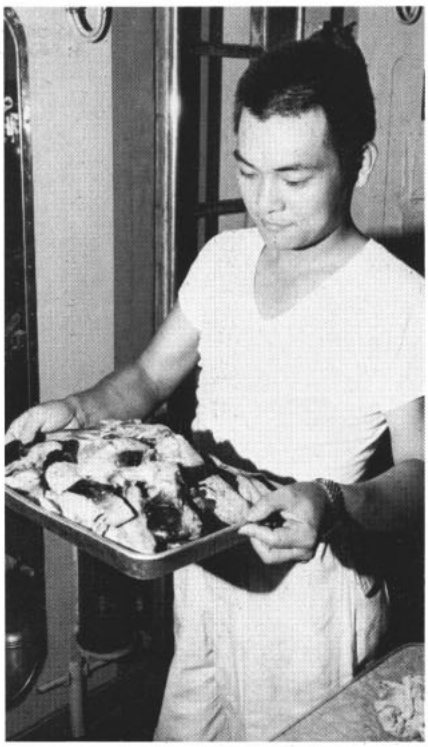
"ARASHIO" is the Japanese word meaning "rough tide."

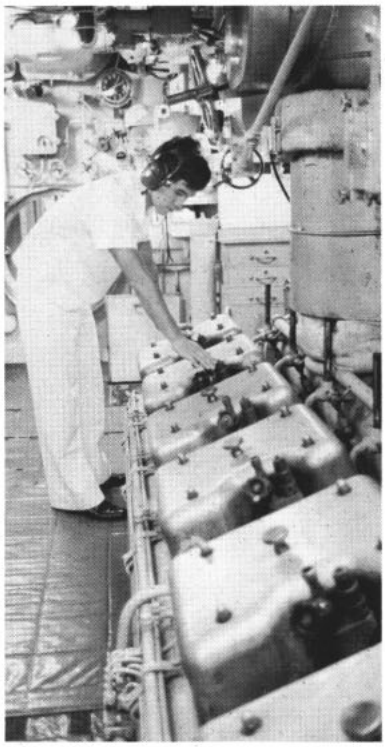
*Arashio* is also a submarine of the Japanese Maritime Self-Defense Force, and like all submarines, she sometimes lives up to her name. She is miles of wire and pipes, tons of electronic and other equipment, compacted into 288 feet of steel tube with an axe-edged nose and a tapered tail. For nine Japanese officers and 71 enlisted men, *Arashio* is home.

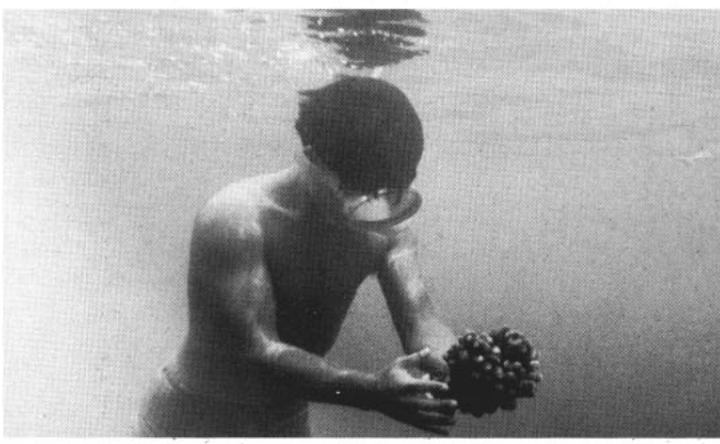
When *Arashio* tied up at Pearl Harbor, Hawaii, recently, visitors were given a rare opportunity to tour a foreign submarine. As most of the crewmembers were picnicking and swimming on Waikiki Beach as guests of crewmen from USS *Seadragon* (SSN 584), others stayed behind to show off the pride of the Japanese submarine force.

Inside, *Arashio* looks much the same as any other modern-day diesel-powered submarine. An American

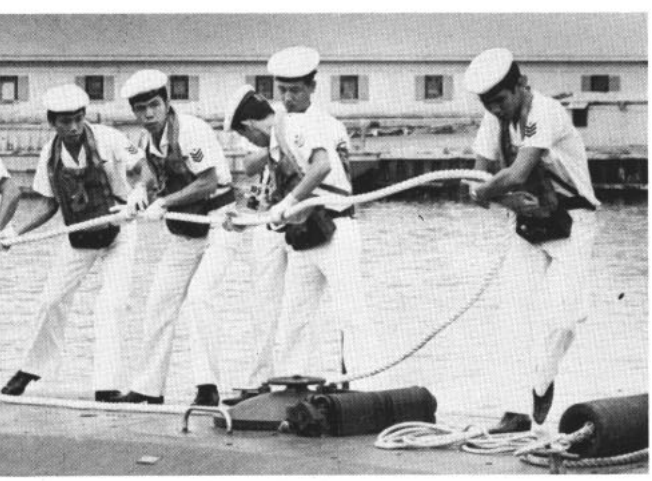






**Facing page: Arashio enters Pearl Harbor. Above: A hula dancer greets the sub. Above right: Mess cook Yoshimitsu Kyogoku carries a tray to the galley. Above far right: Engineman Nobuo Ogishima checks cylinder on one of two diesel engines. Right: Quartermaster Kirio Kaneto spends his time diving for coral in Hanauma Bay. Below: Japanese sailors use teamwork in handling their lines.**



sailor would immediately note some obvious differences, though, such as the instructions written in Japanese on the equipment and bulkheads and the delicious aroma of Japanese food being cooked in the galley.

The men who serve aboard *Arashio,* like their American counterparts, are specially selected and highly trained. Each knows his own job and someone else's, too. Their world is small, cramped and sometimes dangerous, and there's no room for table tennis or volley ball as on larger ships. There is enough room to get together with shipmates and enjoy a cup of hot "green" tea while relaxing over a game of chess or cards, however.

Built in the huge shipyard of Kobe, a major seaport and industrial city in southwestern Honshu–Japan's main island–*Arashio* was completed in 1969 and is one of the force's newest ships.

—Story and Photos by PH1 Carl R. Begy

# This is Proposed

# DOD RETIREMENT PLAN

BY NOW MOST EVERYONE HAS HEARD (or read) reports, opinions, scuttlebutt, half-truths and maybe even some factual data about the proposed revision to the military retirement system. What's it all about? When will the changes occur, if ever? Who will be affected, and to what degree?

These are valid questions about a proposal that is admittedly complex and difficult to understand for even those well versed in such matters. Since DOD expects to submit the retirement proposal to Congress this spring, you'll most certainly be hearing more about it. The more familiar you become with its basic features, the better you'll be able to track what's happening during the forthcoming extensive deliberations that will undoubtedly occur before a retirement reform is finally enacted into law. Most experts don't expect that to occur until near the end of the year at the earliest.

Last October, the Defense Department published a report giving details of an alternative retirement plan developed by a DOD Retirement Study Group. (This alternative plan represents a modification of an earlier interagency committee effort.) What follows is a review of that report together with some of the significant recommended changes submitted.

THE DOD STUDY GROUP believes a significant interrelationship exists between the compensation system —of which retirement is an important element—and the manpower management system which involves recruitment, retention and career planning. And the group concluded that changes to the retirement system may require changes in other elements of the compensation system which, in turn, could affect the fundamental interrelationship between these systems. The aim was to find a happy medium whereby the changes to the compensation system (there have been a significant number of late) are beneficial for the individual on the one hand, beneficial to management on the other hand, and of mutual benefit altogether.

As we said, it's complex.

To understand better what the Study Group set out to accomplish, a brief review of conditions at hand may be enlightening.

First, one must understand that the retirement system is just one of many elements that make up the compensation package. Others are survivors' benefits, pay, allowances for quarters, medical and dental services, commissary and exchange privileges, and so forth.

On the broad scale, the extent of compensation realized from one element often depends on the availability of others. For example, since the automatic pay raises began with the passage of the Federal Pay Comparability Act of 1970 (Public Law 91-656) the element of basic pay has increased appreciably—about 68 per cent up to 1972. Because retired pay is tied to basic pay, the element of retired pay has increased also, resulting in our liberal system becoming an issue with Congress and the public.

Should it be changed? If so, how much, and in what respect?

It was to this end that the DOD Retirement Study Group sought to develop its plan.

AFTER AN INITIAL STUDY, the group concluded that the compensation system must satisfy three principal objectives:

- *Competitive Pay* must be maintained by pay grade.
- *Selective Retention Incentives* must be provided to ensure that military compensation is competitive with civilian job opportunities.
- *Compensation System* must support the goals of the manpower management system.

The first objective is satisfactorily being met by the

automatic pay raises controlled by Public Law 90-207 and the Federal Pay Comparability Act (P. L. 91-656) which serve to maintain comparability with the civilian labor force.

The second objective is being satisfied (to a degree) by reenlistment bonuses and special skill and incentive pays. The 1973 Special Pay Act (similar to the 1972 Special Pay Act which passed one House of Congress last year) is expected to provide the remaining incentives needed to meet fully this objective in an All-Volunteer environment.

The third objective? According to the Study Group's findings, the provisions of the present compensation system—namely, the retirement system—could quite possibly hamper efforts to achieve management goals. For instance, the rising costs of the present retirement system could drain resources that would otherwise be used effectively to support other compensation elements, especially in terms of increased active duty pay and benefits.

FACED WITH THIS PROBLEM, the DOD Study Group set out to uncover any additional defects in the present nondisability retirement system and found one of the most significant to be the lack of any retirement benefit for those persons who do not complete 20 years of service. As it stands now, a member who serves for less than 20 years before reaching retirement eligibility receives no equity from the military compensation system. This is contrary to the practice of many liberal civilian retirement plans, including that of the Federal Civil Service system.

Furthermore, from the management point of view, the lack of appropriate payment for separation short of retirement prohibits the manpower manager from separating, before they complete 20 years of service, those individuals who are no longer needed. If such a payment were available, both the individual and management would benefit.

The group also noted the present system offers little incentive for the individual to continue on active duty beyond 20 years of service, but that the ability to retire with an immediate annuity of some amount after 20 years of service is the principal attraction and retention aspect of the retirement system.

Keep in mind that the Study Group's recommendations to change the retirement system were based on the premise that since the present active duty basic pay compensation is higher, therefore, retirement compensation—along with other elements—could, and in all probability should, be proportionately lower.

THE RECOMMENDATIONS WHICH FOLLOW suggest the changes be made gradually over a 20- to 30-year period so as not to tax unfairly members now approaching mid-career or retirement status. There should be a save-pay provision under the new system, meaning that future retirees of a given pay grade and length of service should receive no less in retired pay than a similar member who retires prior to implementation. And, for those who spend only part of their careers under the new system, they should be compensated proportionately, according to the time served under the old and new systems. The proposed retirement plan will be fully applied to those individuals who serve their entire careers subsequent to implementation.

In the final analysis of its preliminary study, the group found a need to guarantee all members retiring in the future an annuity at least as large as the CPI-adjusted amount of a similar member who retired before him. This, again, would be accomplished by the save-pay feature.

For example, an E-5 with 15 years of service on the date of enactment of the proposed retirement system, who eventually retires as an E-8 with 24 years of service, would be guaranteed at least the amount of retired pay of any other E-8 with 24 years of service who retired before him.

These save-pay and transition period provisions are perhaps the two most important keys needed for a successful change of the retirement system, and are the ones about which each individual affected should have full knowledge.

THAT ABOUT COVERS the foundation of the Study Group's belief that a change is needed within the retirement compensation system. Now, here are the six primary recommendations as published in the Defense Department report:

- Increase multiplier from 2½ per cent to 3 per cent for 25 to 30 years of service.
- Provide early retirement immediate annuity for those members who retire with more than 20 but less than 30 years of service and provide increased annuity at such time as they would have reached 30 years of service.
- Use the high one-year average basic pay figure for computing retirement pay.
- Combine military and Social Security retirement annuity at age 65.
- Provide equity payment to members who separate from service before reaching retirement eligibility, either voluntarily or involuntarily.
- Provide a transition and save-pay provision for the benefit of those members working toward the present retirement compensation system.

Discussing each of these in order, for members who retire with 20 or more years of service under the present system, retired pay is computed based on 2½ per

cent of their basic pay for each year of service up through 30 years. Under the DOD Study Group's recommended system, the multiplier would remain the same up through 24 years of service, but then a new multiplier of 3 per cent would be applied for years of service 25 through 30. This results in a 78 per cent of basic-pay-retirement multiplier at 30 years. Although most members today retire before completing 25 years of service, nearly 23,000 enlisted men and 14,000 officers in DOD with 25 or more years of service could expect to benefit from this recommendation which should insure them an annuity competitive with liberal civilian annuities.

THERE ARE THREE TYPES of annuities available under the recommended system: Full Career Annuity, Early Retirement/Immediate Annuity, and Increased Annuity.

The member retiring with 30 or more years of service would retire under the Full Career Annuity. A member retiring with less than 30 years' service would be eligible for the Early Retirement/Immediate Annuity, and eventually would have his retirement check adjusted by the Increased Annuity at such time that he would otherwise have reached the 30-year service mark had he remained on active duty.

THE RETIREMENT MULTIPLIER for those who retire with less than 30 years of service would be 15 per cent less than the Increased Annuity figure (full 15 per cent reduction applicable only to members not coming under the transition, that is. new entrants after implementation). For instance, in the case of an E-7 retiring on 20, the figure would be 35 per cent of his basic pay: 50 per cent less 15 per cent. The 15 per cent reduction would be restored upon his eligibility for the Increased Annuity (that is, 30-year point).

The Study Group also recommends that "averaging" be used in calculating the member's retirement annuity. Contrary to the present system, whereby retirement multipliers are applied to the member's terminal basic pay, the recommended military retirement system suggests that a high-year average income figure of basic pay be used. This would average the basic pay used to calculate the retirement annuity and thereby eliminate terminal pay inequities. "Averaging" would also be governed by a transition policy and only the basic pay earned after the plan goes into effect would be considered in the average computations. Therefore, the member who retires immediately after implementation of the plan would essentially have his retired pay computed based on his terminal basic pay. During the first year after implementation, the averaging will be done on less than a yearly basis, taking into account only basic pay earned between implementation and retirement. After that, the last year before retirement generally will be considered for use in calculating the average.

NEXT ON THE LIST of recommended changes involves combining military and social security retirement annuities at age 65. This is an especially complex recommendation and no doubt will require considerable study before becoming fully understood. The report points out that the military and social security retirement benefits under the present system are uncoordinated. Duplication of benefits occurs based on the same period of service. So the recommendation suggests that the social security retirement benefit paid to the retiree be integrated with the military retirement annuity when the member reaches age 65. This would be accomplished by offsetting one-half of the social security benefit attributable to military service, recognizing, of course, that the member and the Government contribute equal amounts to social security.

At this point it is important to reemphasize that only the social security benefit attributable to military service is considered. No offset would be taken for a social security benefit that was contributed through an individual's social security coverage before he entered the military, or after he left the military, or while on active duty engaged in part-time employment.

This merging of benefits appears extremely complicated on the surface, but an example of how "social security attributable to military service" is defined may help to explain matters.

First, study and compare the methods of calculating the *actual* social security retirement benefit against the Study Group's proposed social security retirement benefit attributable to military service.

ONE EXAMPLE SPELLS OUT the method used by the Social Security Administration to calculate the *actual* social security benefit now received by the military retiree. In this example, the member entered the military at age 21, spent 20 years in the military and then was employed for 24 years by a non-federal employer to age 65. His military covered earnings amounted to $75,000 followed by civilian career covered earnings of $150,000.

After establishing his lifetime covered earnings to be $225,000, the next step is determining his average annual wage. This is done by first eliminating his five lowest earning years (an established SSA law) and then dividing that figure by the remaining number of years elapsed from age 21 to age 65, or 39 (44 minus five low years). The average works out to about $5770 a year.

All social security benefits are based on the Primary Insurance Amount (PIA), which is in turn extracted from a table of average annual wages. In this case, the *actual* social security retirement benefit (PIA) would be $263 per month.

The simplified DOD Study Group's calculations assume that the member had no social security covered earnings other than those received for his active duty service. His total military earnings: $75,000; his civilian earnings: 0.

Using the same formula used to determine the *actual* social security benefit, the average annual wage for Case Two is computed to be $1920, resulting in a PIA figure of $138. It is from this point that the Study Group's proposal involves the integration of the two benefits, whereby one-half of the social security benefit —$138 - $69 = $69—would be offset from the member's military retired pay at age 65. In other words, he would receive an amount equal to his full social security pay plus his military annuity reduced by $69. This again describes the impact on an individual not affected by the transition.

AS WITH OTHER PROVISIONS connected with the Study Group's plan, there is a transition period involved in joining these two benefits which will apply for over 30 years after the new system is implemented.

As mentioned earlier, persons who voluntarily separate from the military before 20 years of service presently receive no equity for their service—true of both officers and enlisted except for certain categories of officers who receive a readjustment payment when involuntarily separated. This policy would change under the new plan since the Study Group has recommended that payment for services rendered be given.

Here's how it would work:

Consider a voluntary separatee (one who elects not to reenlist, although eligible) with 10 or more years of service. He would receive an equity payment (deferred annuity) at age 60 equal to 2½ times his high-one basic pay figure times his years in service. The high-one basic pay figure would be CPI-adjusted until age 60 and then his annuity would be CPI-adjusted thereafter.

There is also a proposed provision for the involuntary separatee. For example, such an individual with five or more years of service would be eligible for a readjustment payment equal to five per cent of his final, annual basic pay times his years of military service, plus an equity payment. The equity payment could be in the form of a deferred annuity at age 60 (similar to the voluntary separatee) or an additional payment of five per cent of his final, annual basic pay times his years in service.

A save-pay provision would also apply to members presently on active duty if they would have been eligible for readjustment pay under the present system. This means they would receive the larger of the separation payments, either the one to which they are entitled under the present system, or the readjustment payment as recommended.

IN SUMMARIZING THE REPORT, it appears that the present compensation system, with its relatively competitive active duty pay, reenlistment bonuses, retention incentives, separation payments and retirement benefits, would be modified to provide better enlistment and retention incentives, better payments to members at separation and a retirement system that would better support and maintain the military structure as reflected in the report. But, while the group believes that the new system should provide incentive for the member to desire to stay in the service, it stated that to modify the present system by greatly increasing the benefits to influence longer careers would be a mistake. So would decreasing the benefits for short-term members be undesirable. Instead, the group attempted to make substantial modifications on both sides to meet its objectives without the adverse side effects.

In announcing the results of the Study Group's report, the Department of Defense is of the opinion that the enlistment and retention incentives that have been proposed (in the Special Pay Act) will assist in attracting the number of members needed for the All-Volunteer Force, and will assist in retaining them throughout an entire career. Also, through its modifications to the separation payment, the plan will satisfy those individuals who serve past their initial obligation but who wrap up their service before becoming eligible to retire.

AS WAS STATED, this proposed military retirement system is complex and may require considerable study before it can be fully understood. Consequently, additional steps are currently being taken, say Department of Defense officials, to familiarize each military member with the provisions of the plan so that he can more accurately assess their impact on his own career. For those who wish to take advantage of it, a DOD retirement action line has been established which will provide callers with prompt attention to their queries on this plan. (Washington, D. C., local number: (202) 695-1555; autovon: 255-1555). Coordination within Navy is being handled by BuPers (Pers-A24: 694-1536; autovon: 224-1536). A forthcoming DOD-wide "Communications Campaign" should provide answers to any remaining questions on this subject. Look for it to begin in March or April of this year.

# from the desk of the Master Chief Petty Officer of the Navy

## My Role as MPCON

MCPON JOHN D. WHITTET

I RECEIVE A NUMBER of calls and letters from Navymen and their dependents asking me to secure a desirable assignment or favorable action of some kind on their behalf. It is obvious to me that a sizable portion of the people who call or write do not really understand the job of the Master Chief Petty Officer of The Navy. Favorable action on behalf of some of the requests would require me to step out of line.

Strictly speaking, the Master Chief Petty Officer of The Navy is not a decision-maker. He may advise, request, suggest, comment, urge or recommend but is not at liberty, for example, to cut you a set of orders or secure your request for humanitarian assignment or discharge.

MY OFFICE IS OPEN to all hands and their dependents. You can come to me with a problem, a suggestion or criticism and it will be heard. We try to understand and, if possible, we try to help; but don't ask or expect us to "undercut" or "go around" a decision which should be made by your command. The chain of command is always observed. While I do have direct access to the Chief of Naval Operations and Chief of Naval Personnel, don't get the idea that I run to the Chief of Naval Personnel each time a sailor calls me in distress. Problems should be resolved at the lowest possible level in the chain of command where they actually occur and by the people actually involved. Particularly now that the Senior Enlisted Advisor and Master Chief Petty Officer of the Command programs are in full swing, matters that reach my attention are frequently referred back down the chain of communication for appropriate action.

The job of the MCPON requires extensive travel throughout the fleet. This gives me an excellent opportunity to keep abreast of current thinking and an idea of what is really happening throughout the Navy. In addition to being an enlisted advisor to the Chief of Naval Operations and the Chief of Naval Personnel, I also testify before Congressional committees and subcommittees and serve in an advisory capacity on various boards, including:

- Quality Control Review Board (advisor)
- Rating Review Board (voting member)
- Meritorious Promotion Board (advisor)
- Master and Senior Chief Selection Board (advisor)
- Navy Relief Advisory Board (member)
- National Naval Reserve Policy Board (advisor)
- Uniform Board (voting member)
- Navy Wives Club of America (liaison)
- Nonappropriated Fund Board (voting member)
- Navy Federal Credit Union (member, Board of Directors)
- Fleet Reserve Association (liaison)
- Navy Resale System Advisory Board (member)
- Enlisted Advisory Board to The Chief of Naval Operations (chairman)

WHEN the Master Chief Petty Officer of the Navy goes to bat for a Navyman or a cause that is common to Navymen, he depends entirely upon strength of argument and reputation of office. You might say that the MCPON has a license to reason with others on your behalf. By the strength then, or logic, of my argument, I can speak for the enlisted men and women of the Navy. The more logical or meritorious your case, the more favorable consideration you will likely receive. If your case cannot be given favorable consideration, we will advise you as soon as possible.

Unfortunately, depending on the nature of your request, it may take several weeks before you receive a reply to a letter sent to my office. In all cases of written correspondence, a member of my staff will acknowledge your letter and predict the date by which you should receive a reply. No one need ever worry about sharing or leaving a message with any member of my staff. They are courteous and trustworthy and will strive to serve you.

IF YOU DO HAVE A PROBLEM, check first with your supervisor or leading petty officer. Talk it over with your Senior Enlisted Advisor. If there is a satisfactory solution, chances are good that relief is available within your own command. If it isn't, then write me a letter, shipmate, and spell the whole thing out. For more urgent matters, you may call my office at autovon 224-4854 or commercially at (202) 694-4854. You may reach my office after working hours by dialing the same numbers and recording your message on our code-a-phone. We can't always render assistance but we always make the effort!

# Sea And Shore Rotation Dates Standardized For All Rates

THEY'RE CALLED "PST" and "NST" and will become the most widely discussed subjects—next to pay, perhaps—the Navy has to offer.

PST is the abbreviation of "Projected Sea Tours;" NST relates to "Normal Shore Tours." They have replaced the Seavey/Shorvey system used up to July 1972 for determining an individual's eligibility for rotation from sea to shore and shore to sea. Eligibility is established on the date an individual reports to his sea or shore assignment and is projected into the future anywhere from 24 to 72 months, depending upon his tour length. The date on which he becomes eligible for transfer becomes his PRD, or Projected Rotation Date, and it too will become a widely discussed subject.

Those who have been around a year or so will recall that the rotation from sea to shore was determined quarterly and a listing of sea duty commencement cutoff dates was published by a BuPers Notice to inform individuals of when they could expect an assignment ashore.

NO LONGER. The changes are explained below and on the following pages.

Since centralization of detailing for all Navy men and women, rated and strikers, completed 1 Jul 1972, the PRD concept was created and sea-shore tour lengths were developed for all ratings in order to provide a base upon which to build valid PRDs.

In other words, individuals reporting to new assignments this year will have their tour lengths established according to the new PST and NST listings shown below.

It is necessary for some individuals—particularly those with specific skills—to be managed closely. Therefore, those tour lengths have been assigned according to their NEC code. And, since it may be necessary to adjust the PRDs of certain individuals who reported to their new commands before the 1 January effective date, such changes will be made by the respective detailers and the new PRDs will appear on the command Enlisted Distribution and Varification Report (BuPers 1018-14).

Here, then, by rate and rating, are the established Projected Sea Tours and Normal Sea Tours for enlisted rates and NECs as of 1 Jan 1973.

HERE'S HOW to figure a Projected Rotation Date. Take a radioman 2nd class who completes a tour of shore duty and reports to a sea billet on 1 March this year. According to the PRD list, his Projected Sea Tour—PST—is 36 months. This means that he can expect to receive orders back to shore

# PROJECTED ROTATION CHART

about 36 months from that date, or in March 1976.

On the other hand, a chief personnelman who wraps up a three-year sea tour and reports to air assignment ashore on 1 March will project his Normal Shore Tour—NST—date 60 months into the future.

(Note: Plus (+) or minus (—) signs appearing after a tour length indicate an increase or reduction for that rate has taken place since the list was last published in August 1971. CT personnel normally will serve two tours of duty overseas for every tour of duty in the United States, depending on the individual CT rating, billet requirements, and personal qualifications. Accordingly, CT personnel may serve anywhere from three to eight years overseas depending on duty assignments and dependency status.

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| ABCM | 36 | 30 |
| ABCS | 36 | 30 |
| ABEC | 36 | 36 |
| ABE1 | 36 | 24 |
| ABE2 | 36 | 24 |
| ABE3 | 36 | 24— |
| ABEAN | 36 | 24— |
| ABFC | 42 | 24 |
| ABF1 | 42 | 24 |
| ABF2 | 42 | 24 |
| ABF3 | 42+ | 24 |
| ABFAN | 42+ | 24 |
| ABHC | 36 | 36 |
| ABH1 | 36 | 30 |
| ABH2 | 36 | 30 |
| ABH3 | 36 | 30 |
| ABHAN | 36 | 30 |
| ACCM | 36 | 66 |
| ACCS | 36 | 66 |
| ACC | 36 | 66 |
| AC1 | 36 | 60— |
| AC2 | 36 | 54 |
| AC3 | 36 | 36 |
| ACAN | 36 | 36 |
| ADCS | 36 | 36 |
| ADJC | 36 | 36 |
| ADJ1 | 36 | 42— |
| ADJ2 | 36 | 42— |
| ADJ3 | 36 | 42— |
| ADJAN | 36 | 42— |
| ADRC | 36 | 66— |
| ADR1 | 36 | 60— |
| ADR2 | 36 | 60— |
| ADR3 | 36 | 60— |
| ADRAN | 36 | 60— |
| AECS | 36 | 48 |
| AEC | 36 | 48 |
| AE1 | 36 | 42—(see |
| AE2 | 36 | 42—note) |
| AE3 | 36 | 42— |
| AEAN | 36 | 42— |
| AFCM | 36 | 24 |
| AGCM | 36 | 54+(see |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| AGCS | 36 | 42 note) |
| AGC | 36 | 36 |
| AG1 | 36 | 36 |
| AG2 | 36 | 36 |
| AG3 | 36 | 36 |
| AGAN | 36 | 36 |
| AKCM | 36 | 60 |
| AKCS | 36 | 60 |
| AKC | 36 | 60— |
| AK1 | 36 | 48 |
| AK2 | 36 | 48 |
| AK3 | 36 | 42 |
| AKAN | 36 | 24 |
| AMCS | 36 | 24 |
| AMEC | 36 | 48 |
| AME1 | 36 | 48— |
| AME2 | 36 | 48— |
| AME3 | 36 | 48 |
| AMEAN | 36 | 48 |
| AMHC | 36 | 48 |
| AMH1 | 36 | 48— |
| AMH2 | 36 | 48— |
| AMH3 | 36 | 48 |
| AMHAN | 36 | 48 |
| AMSC | 36 | 48 |
| AMS1 | 36 | 48— |
| AMS2 | 36 | 48— |
| AMS3 | 36 | 48 |
| AMSAN | 36 | 48 |
| AOCM | 36 | 36 |
| AOCS | 36 | 36 |
| AOC | 36 | 36 |
| AO1 | 36 | 24— |
| AO2 | 36 | 24— |
| AO3 | 36 | 24— |
| AOAN | 36 | 24— |
| AQCS | 36 | 42— |
| AQC | 36 | 42— |
| AQ1 | 36 | 39— |
| AQ2 | 36 | 39— |
| AQ3 | 36 | 48 |
| AQAN | 36 | 48 |
| ASCM | 36 | 36 |
| ASCS | 36 | 54 |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| ASC | 36 | 54— |
| AS1 | 36 | 54— |
| ASE2 | 36 | 54 |
| ASE3 | 36 | 48 |
| ASEAN | 36 | 48 |
| ASH2 | 36 | 54 |
| ASH3 | 36 | 48 |
| ASHAN | 36 | 48 |
| ASM2 | 36 | 54 |
| ASM3 | 36 | 48 |
| ASMAN | 36 | 48 |
| ATCS | 36 | 48 |
| ATC | 36 | 48 |
| AT1 | 36 | 42— |
| AT2 | 36 | 42— |
| AT3 | 36 | 36— |
| ATAN | 36 | 36— |
| AVCM | 36 | 36 |
| AWCM | 48 | 48 |
| AWCS | 54 | 36 |
| AWC | 54 | 36 |
| AW1 | 54 | 36 |
| AW2 | 54 | 36 |
| AW3 | 54 | 36 |
| AWAN | 54 | 36 |
| AXCS | 36 | 42+ |
| AXC | 36 | 42+ |
| AX1 | 36 | 36— |
| AX2 | 36 | 36 |
| AX3 | 36 | 36 |
| AXAN | 36 | 36 |
| AZCM | 36 | 66— |
| AZCS | 36 | 66+ |
| AZC | 36 | 66 |
| AZ1 | 36 | 48— |
| AZ2 | 36 | 48 |
| AZ3 | 36 | 48 |
| AZAN | 36 | 48 |
| BMCM | 48 | 24 |
| BMCS | 48 | 24 |
| BMC | 48 | 24 |
| BM1 | 66— | 24 |
| BM2 | 72 | 24 |
| BM3 | 72 | 24 |
| BMSN | 72 | 24 |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| BRCM | 60 | 24 |
| BRCS | 60 | 24 |
| BRC | 60 | 24 |
| BR1 | 72 | 24 |
| BTCM | 60 | 24 |
| BTCS | 60 | 24 |
| BTC | 60 | 24 |
| BT1 | 72 | 24 |
| BT2 | 72 | 24 |
| BT3 | 72 | 24 |
| BTFN | 72 | 24 |
| BTCM 338X | 72 | 24 |
| BTCS 338X | 72 | 24 |
| BTC 338X | 72 | 24 |
| BT1 338X | 72 | 24 |
| BTCM 339X | 72 | 24 |
| BTCS 339X | 72 | 24 |
| BTC 339X | 72 | 24 |
| BT1 339X | 72 | 24 |
| BUCS | 36— | 36+ |
| BUC | 36— | 36+ |
| BU1 | 42— | 30+ |
| BU2 | 48— | 24 |
| BU3 | 48— | 24 |
| BUCN | 48— | 24 |
| CECS | 36— | 36+ |
| CEC | 36— | 36+ |
| CE1 | 42— | 30+ |
| CE2 | 48— | 24 |
| CE3 | 48— | 24 |
| CECN | 48— | 24 |
| CMCS | 36— | 36+ |
| CMC | 36— | 36+ |
| CM1 | 42— | 30+ |
| CM2 | 48— | 24 |
| CM3 | 48— | 24 |
| CMCN | 48— | 24 |
| CN/CA/CR | 48 | 24 |
| CSCM | 36 | 30 |
| CSCS | 36 | 24 |
| CSC | 48 | 24 |
| CS1 | 48 | 24 |
| CS2 | 42 | 24 |
| CS3 | 36 | 24 |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| CSSN | 36 | 24 |
| CTACM | 48 | 24 |
| CTACS | 48 | 24 |
| CTAC | 48 | 24 |
| CTA1 | 48 | 24 |
| CTA2 | 48 | 24 |
| CTA3 | 48 | 24 |
| CTASN | 48 | 24 |
| CTICM | 48 | 24 |
| CTICS | 48 | 24 |
| CTIC | 48 | 24 |
| CTI1 | 48 | 24 |
| CTI2 | 48 | 24 |
| CTI3 | 48 | 24 |
| CTISN | 48 | 24 |
| CTMCM | 48 | 24 |
| CTMCS | 48 | 24 |
| CTMC | 48 | 24 |
| CTM1 | 48 | 24 |
| CTM2 | 48 | 24 |
| CTM3 | 48 | 24 |
| CTMSN | 48 | 24 |
| CTOCM | 48 | 24 |
| CTOCS | 48 | 24 |
| CTOC | 48 | 24 |
| CTO1 | 48 | 24 |
| CTO2 | 48 | 24 |
| CTO3 | 48 | 24 |
| CTOSN | 48 | 24 |
| CTRCM | 48 | 24 |
| CTRCS | 48 | 24 |
| CTRC | 48 | 24 |
| CTR1 | 48 | 24 |
| CTR2 | 48 | 24 |
| CTR3 | 48 | 24 |
| CTRSN | 48 | 24 |
| CTTCM | 48 | 24 |
| CTTCS | 48 | 24 |
| CTTC | 48 | 24 |
| CTT1 | 48 | 24 |
| CTT2 | 48 | 24 |
| CTT3 | 48 | 24 |
| CTTSN | 48 | 24 |
| CUCM | 36— | 36+ |
| DKCM | 36 | 54 |
| DKCS | 36 | 54 |
| DKC | 36 | 54 |
| DK1 | 48 | 24 |
| DK2 | 42 | 24 |
| DK3 | 36 | 24 |
| DKSN | 36 | 24 |
| DMCM | 36 | 72 |
| DMCS | 36 | 72 |
| DMC | 36 | 72 |
| DM1 | 36 | 54 |
| DM2 | 36 | 54 |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| DM3 | 36 | 54 |
| DMSN | 36 | 54 |
| DPCM | 36 | 60 |
| DPCS | 36 | 60 |
| DPC | 36 | 60 |
| DP1 | 36 | 48 |
| DP2 | 36 | 48 |
| DP3 | 36 | 48 |
| DPSN | 36 | 48 |
| DSCM | 36 | 72 |
| DSCS | 36 | 72 |
| DSC | 36 | 66 |
| DS1 | 36 | 36 |
| DS2 | 42 | 30 |
| DS3 | 42 | 30 |
| DSSN | 42 | 30 |
| DTCM | 36 | 60 |
| DTCS | 36 | 60 |
| DTC | 36 | 60 |
| DT1 | 36 | 60 |
| DT2 | 36 | 60 |
| DT3 | 36 | 48 |
| DN | 36 | 48 |
| EACS | 36— | 36+ |
| EAC | 36— | 36+ |
| EA1 | 42+ | 30+ |
| EA2 | 48 | 24 |
| EA3 | 48 | 24 |
| EACN | 48 | 24 |
| EMCM | 72 | 24 |
| EMCS | 72 | 24 |
| EMC | 72 | 24 |
| EM1 | 72 | 24 |
| EM2 | 60 | 24 |
| EM3 | 60 | 24 |
| EMFN | 60 | 24 |
| EMCM 335X | 72 | 24 |
| EMCS 335X | 72 | 24 |
| EMC 335X | 72 | 24 |
| EM1 335X | 72 | 24 |
| EM2 335X | 72 | 24 |
| EM3 335X | 72 | 24 |
| EMFN 335X | 72 | 24 |
| EMCM 336X | 72 | 24 |
| EMCS 336X | 72 | 24 |
| EMC 336X | 72 | 24 |
| EM1 336X | 72 | 24 |
| EMCM 338X | 72 | 24 |
| EMCS 338X | 72 | 24 |
| EMC 338X | 72 | 24 |
| EM1 338X | 72 | 24 |
| EM2 338X | 72 | 24 |
| EM3 338X | 72 | 24 |
| EMFN 338X | 72 | 24 |
| EMCM 339X | 72 | 24 |
| EMCS 339X | 72 | 24 |
| EMC 339X | 72 | 24 |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| EM1 339X | 72 | 24 |
| ENCM | 48— | 24 |
| ENCS | 48— | 24 |
| ENC | 48— | 24 |
| EN1 | 48— | 24 |
| EN2 | 48— | 24 |
| EN3 | 48— | 24 |
| ENFN | 48— | 24 |
| ENCM 335X | 72 | 24 |
| ENCS 335X | 72 | 24 |
| ENC 335X | 72 | 24 |
| EN1 335X | 72 | 24 |
| EN2 335X | 72 | 24 |
| EN3 335X | 72 | 24 |
| ENFN 335X | 72 | 24 |
| ENCM 336X | 72 | 24 |
| ENCS 336X | 72 | 24 |
| ENC 336X | 72 | 24 |
| EN1 336X | 72 | 24 |
| ENCM 338X | 72 | 24 |
| ENCS 338X | 72 | 24 |
| ENC 338X | 72 | 24 |
| EN1 338X | 72 | 24 |
| EN2 338X | 72 | 24 |
| EN3 338X | 72 | 24 |
| ENFN 338X | 72 | 24 |
| ENCM 339X | 72 | 24 |
| ENCS 339X | 72 | 24 |
| ENC 339X | 72 | 24 |
| EN1 339X | 72 | 24 |
| EOCS | 36— | 36+ |
| EOC | 36— | 36+ |
| EO1 | 42— | 30+ |
| EO2 | 48 | 24 |
| EO3 | 48 | 24 |
| EOCN | 48 | 24 |
| EQCM | 36— | 36+ |
| ETCM | 36 | 48 |
| ETCS | 36 | 48 |
| ETC | 36 | 48 |
| ET1 | 36 | 42 |
| ETN2 | 36 | 24 |
| ETN3 | 42 | 24 |
| ETNSN | 42 | 24 |
| ETR2 | 40 | 24 |
| ETR3 | 42— | 24 |
| ETRSN | 42— | 24 |
| ETCM 332X | 36 | 24 |
| ETCS 332X | 36 | 24 |
| ETC 332X | 36 | 24 |
| ET1 332X | 42 | 24 |
| ETN2 332X | 48 | 24 |
| ETN3 332X | 48 | 24 |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| ETNSN 332X | 48 | 24 |
| ETR2 332X | 48 | 24 |
| ETR3 332X | 48 | 24 |
| ETRSN 332X | 48 | 24 |
| ETCM 333X | 36 | 24 |
| ETCS 333X | 36 | 24 |
| ETC 333X | 36 | 24 |
| ET1 333X | 42 | 24 |
| ETN2 333X | 48 | 24 |
| ETN3 333X | 48 | 24 |
| ETNSN 333X | 48 | 24 |
| ETR2 333X | 48 | 24 |
| ETR3 333X | 48 | 24 |
| ETRSN 333X | 48 | 24 |
| ETCM 3353 | 60+ | 36 |
| ETCS 3353 | 60+ | 36 |
| ETC 3353 | 60+ | 36 |
| ET1 3353 | 60+ | 30 |
| ETN2 3353 | 60+ | 24 |
| ETN3 3353 | 60+ | 24 |
| ETNSN 3353 | 60+ | 24 |
| ETR2 3353 | 60+ | 24 |
| ETR3 3353 | 60+ | 24 |
| ETRSN 3353 | 60+ | 24 |
| ETCM 3363 | 60+ | 36 |
| ETCS 3363 | 60+ | 36 |
| ETC 3363 | 60+ | 36 |
| ET1 3363 | 60+ | 30 |
| ETCM 3383 | 60+ | 36 |
| ETCS 3383 | 60+ | 36 |
| ETC 3383 | 60+ | 36 |
| ET1 3383 | 60+ | 30 |
| ETN2 3383 | 60+ | 24 |
| ETN3 3383 | 60+ | 24 |
| ETNSN 3383 | 60+ | 24 |
| ETR2 3383 | 60+ | 24 |
| ETR3 3383 | 60+ | 24 |
| ETRSN 3383 | 60+ | 24 |
| ETCM 3393 | 60+ | 36 |
| ETCS 3393 | 60+ | 36 |
| ETC 3393 | 60+ | 36 |
| ET1 3393 | 60+ | 30 |
| EWCM | 36 | 24 |
| EWCS | 36 | 24 |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| EWC | 72 | 24 |
| EW1 | 72 | 24 |
| EW2 | 72 | 24 |
| EW3 | 72 | 24 |
| EWSN | 72 | 24 |
| FTCM 3302/331X | 36 | 24 |
| FTCS 3302/331X | 40 | 24 |
| FTCM | 42 | 36 |
| FTCS | 48— | 30 |
| FTBC | 44 | 24 |
| FTB1 | 48 | 24 |
| FTB2 | 48 | 24 |
| FTB3 | 48 | 24 |
| FTBSN | 48 | 24 |
| FTGC | 54 | 30 |
| FTG1 | 60— | 24 |
| FTG2 | 60— | 24 |
| FTG3 | 60— | 24 |
| FTGSS | 60— | 24 |
| FTG1(SS) | 60— | 24 |
| FTG2(SS) | 60— | 24 |
| FTG3(SS) | 60— | 24 |
| FTGN | 60— | 24 |
| FTCM (TERRIER) | 36 | 30 |
| FTCM (TARTAR) | 36 | 30 |
| FTCM (TALOS) | 36 | 45 |
| FCTM (1135) | 42 | 30 |
| FTCM (1139) | 42 | 30 |
| FTCS (TERRIER) | 36 | 30 |
| FTCS (TARTAR) | 36 | 30 |
| FTCS (TALOS) | 36 | 45 |
| FTCS (1135) | 42 | 30 |
| FTCS (1139) | 42 | 30 |
| FTMC (TERRIER) | 36 | 30 |
| FTMC (TARTAR) | 36 | 30 |
| FTMC (TALOS) | 36 | 45 |
| FTMC (1135) | 42 | 30 |
| FTMC (1139) | 42 | 30 |
| FTM1 | 54 | 24 |
| FTM2 | 54 | 24 |
| FTM3 | 54 | 24 |
| FTMSN | 54 | 24 |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| FTM1 (1165) | 66 | 24 |
| FTM2 (1165) | 66 | 24 |
| FTM3 (1165) | 66 | 24 |
| FTMSN (1165) | 66 | 24 |
| GMCM | 54 | 24 |
| GMCS | 54 | 24 |
| GMGC | 54 | 24 |
| GMG1 | 66 | 24 |
| GMG2 | 66 | 24 |
| GMG3 | 66 | 24 |
| GMGSN | 66 | 24 |
| GMCM (TERRIER) | 36 | 30 |
| GMCM (TARTAR) | 48 | 30 |
| GMCM (TALOS) | 36 | 30 |
| GMCS (TERRIER) | 36 | 30 |
| GMCS (TARTAR) | 48 | 30 |
| GMCS (TALOS) | 36 | 30 |
| GMMC (TERRIER) | 36 | 30 |
| GMMC (TARTAR) | 48 | 30 |
| GMMC (TALOS) | 36 | 30 |
| GMM1 | 42 | 24 |
| GMM2 | 42 | 24 |
| GMM3 | 42 | 24 |
| GMMSN | 42 | 24 |
| GMT 0891 | 72 | 24 |
| GMTCM | 36 | 36 |
| GMTCS | 36 | 36 |
| GMTC | 36 | 36 |
| GMT1 | 36 | 36 |
| GMT2 | 36 | 36 |
| GMT3 | 36 | 24 |
| GMTSN | 36 | 24 |
| HMCM | 36 | 54 |
| HMCS | 36 | 54 |
| HMC | 36 | 30 |
| HM1 | 36 | 30 |
| HM2 | 36 | 30 |
| HM3 | 36 | 24 |
| HN | 36 | 24 |
| HMXX 3391 | 36 | 48 |
| HMXX 8402 | 48 | 24 |
| HMXX 8403 | 48 | 24 |
| HMXX 8408 | 36 | 48 |
| HMXX 8409 | 36 | 48 |
| HMXX 8415 | 36 | 48 |
| HMXX 8416 | 36 | 48 |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| HMXX 8417 | 36 | 48 |
| HMXX 8432 | 36 | 36 |
| HMXX 8433 | 36 | 48 |
| HMXX 8452 | 36 | 48 |
| HMXX 8463 | 36 | 48 |
| HMXX 8466 | 36 | 48 |
| HMXX 8482 | 36 | 48 |
| HMXX 8483 | 36 | 48 |
| HMXX 8484 | 36 | 48 |
| HMXX 8485 | 36 | 48 |
| HMXX 8486 | 36 | 48 |
| HMXX 8492 | 48 | 24 |
| HMXX 8493 | 48 | 24 |
| HMXX 8498 | 36 | 48 |
| HTCM | 60 | 30 |
| HTCS | 60 | 30 |
| HTC | 60 | 30 |
| HT1 | 60 | 24 |
| HT2 | 60 | 24 |
| HT3 | 60 | 24 |
| HTFN | 60 | 24 |
| ICCS | 42 | 24 |
| ICC | 48 | 24 |
| IC1 | 72 | 24 |
| IC2 | 66 | 24 |
| IC3 | 66 | 24 |
| ICFN | 66 | 24 |
| ICCS 335X | 72 | 24 |
| ICC 335X | 72 | 24 |
| IC1 355X | 72 | 24 |
| IC2 335X | 72 | 24 |
| IC3 335X | 72 | 24 |
| ICFN 335X | 72 | 24 |
| ICCS 336X | 72 | 24 |
| ICC 336X | 72 | 24 |
| IC1 336X | 72 | 24 |
| ICCS 338X | 72 | 24 |
| ICC 338X | 72 | 24 |
| IC1 338X | 72 | 24 |
| IC2 338X | 72 | 24 |
| IC3 338X | 72 | 24 |
| ICFN 338X | 72 | 24 |
| ICCS 339X | 72 | 24 |
| ICC 339X | 72 | 24 |
| IC1 339X | 72 | 24 |
| IMCS | 60 | 24 |
| IMC | 60 | 24 |
| IM1 | 60 | 24 |
| IM2 | 60 | 24 |
| IM3 | 60 | 24 |
| IMSN | 60 | 24 |
| JOCM | 36 | 48 |
| JOCS | 36 | 48 |
| JOC | 36 | 48 |
| JO1 | 36 | 60 |
| JO2 | 36 | 60 |
| JO3 | 36 | 48 |
| JOSN | 36 | 48 |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| LICM | 36 | 54 |
| LICS | 36 | 30 |
| LIC | 36 | 30 |
| LI1 | 36 | 30 |
| LI2 | 36 | 30 |
| LI3 | 36 | 30 |
| LISN | 36 | 30 |
| LNCM | 36 | 60 |
| LNCS | 36 | 60 |
| LNC | 36 | 60 |
| LN1 | 36 | 48 |
| LN2 | 36 | 36 |
| MLCM | 60 | 24 |
| MLCS | 60 | 24 |
| MLC | 60 | 24 |
| ML1 | 60 | 24 |
| ML2 | 60 | 24 |
| ML3 | 60 | 24 |
| MLFN | 60 | 24 |
| MMCM | 72 | 24 |
| MMCS | 72 | 24 |
| MMC | 72 | 24 |
| MM1 | 72 | 24 |
| MM2 | 66 | 24 |
| MM3 | 66 | 24 |
| MMFN | 66 | 24 |
| MMCM 335X | 72 | 24 |
| MMCS 335X | 72 | 24 |
| MMC 335X | 72 | 24 |
| MM1 335X | 72 | 24 |
| MM2 335X | 72 | 24 |
| MM3 335X | 72 | 24 |
| MMFN 335X | 72 | 24 |
| MMCM 336X | 72 | 24 |
| MMCS 336X | 72 | 24 |
| MMC 336X | 72 | 24 |
| MM1 336X | 72 | 24 |
| MMCM 338X | 72 | 24 |
| MMCS 338X | 72 | 24 |
| MMC 338X | 72 | 24 |
| MM1 338X | 72 | 24 |
| MM2 338X | 72 | 24 |
| MM3 338X | 72 | 24 |
| MMFN 338X | 72 | 24 |
| MMCM 339X | 72 | 24 |
| MMCS 339X | 72 | 24 |
| MMC 339X | 72 | 24 |
| MM1 339X | 72 | 24 |
| MNCM | 36 | 48 |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| MNCS | 36 | 42 |
| MNC | 36 | 42 |
| MN1 | 48 | 24 |
| MN2 | 48 | 24 |
| MN3 | 48 | 24 |
| MNSN | 48 | 24 |
| MRCM | 54 | 24 |
| MRCS | 54 | 24 |
| MRC | 54 | 24 |
| MR1 | 54 | 24 |
| MR2 | 54 | 24 |
| MR3 | 54 | 24 |
| MRFN | 54 | 24 |
| MTC | 44 | 24 |
| MT1 | 48 | 24 |
| MT2 | 48 | 24 |
| MT3 | 48 | 24 |
| MTSN | 48 | 24 |
| MUCM | 36 | 36 |
| MUCS | 36 | 36 |
| MUC | 36 | 36 |
| MU1 | 36 | 36 |
| MU2 | 36 | 36 |
| MU3 | 36 | 36 |
| MUSN | 36 | 36 |
| OMCS | 60 | 24 |
| OMC | 60 | 24 |
| OM1 | 60 | 24 |
| OM2 | 60 | 24 |
| OM3 | 60 | 24 |
| OMSN | 60 | 24 |
| OSCM | 36 | 48+ |
| OSCS | 36— | 36+ |
| OSC | 42— | 36+ |
| OS1 | 51 | 24 |
| OS2 | 51 | 24 |
| OS3 | 54 | 24 |
| OSSN | 54 | 24 |
| OTCM | 36 | 36 |
| OTCS | 48+ | 36 |
| OTC | 48+ | 36 |
| OT1 | 48+ | 36+ |
| OT2 | 42+ | 24 |
| OT3 | 42+ | 24 |
| OTSN | 42+ | 24 |
| PCCM | 36 | 60 |
| PCCS | 36 | 54 |
| PCC | 36 | 30 |
| PC1 | 36 | 24 |
| PC2 | 36 | 24 |
| PC3 | 36 | 24 |
| PCSN | 36 | 24 |
| PHCM | 36 | 48 |
| PHCS | 36 | 48 |
| PHC | 36 | 48 |
| PH1 | 36 | 36+ |
| PH2 | 36 | 36+ |
| PH3 | 36 | 36+ |

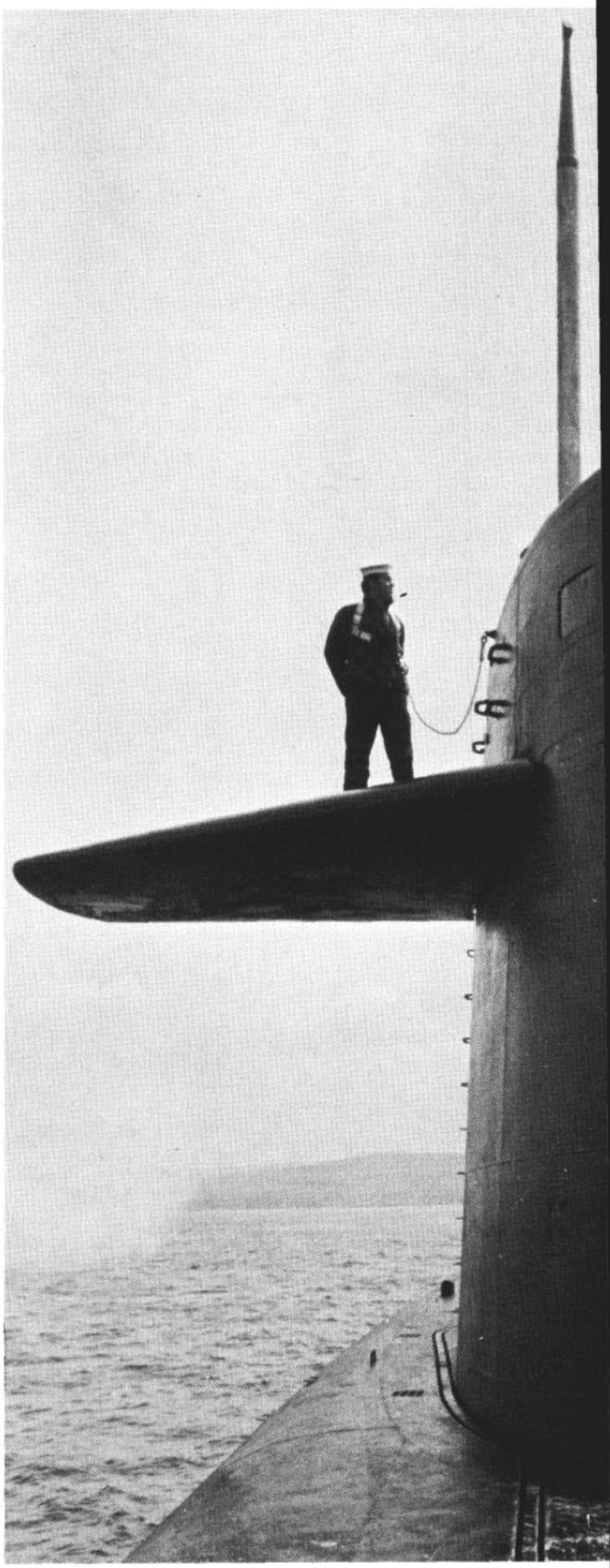
| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| PHAN | 36 | 36+ |
| PICM | 60 | 24 |
| PMC | 60 | 24 |
| PM1 | 60 | 24 |
| PM2 | 60 | 24 |
| PM3 | 60 | 24 |
| PMFN | 60 | 24 |
| PNCM | 36 | 60 |
| PNCS | 36 | 60 |
| PNC | 36 | 60 |
| PN1 | 36 | 48 |
| PN2 | 36 | 48 |
| PN3 | 36 | 48 |
| PNSN | 36 | 48 |
| PRCM | 36 | 48 |
| PRCS | 36 | 48 |
| PRC | 36 | 48 |
| PR1 | 36 | 48 |
| PR2 | 36 | 48 |
| PR3 | 36 | 48 |
| PRAN | 36 | 48 |
| PTCM | 36 | 48 |
| PTCS | 36 | 48 |
| PTC | 36 | 48 |
| PT1 | 36 | 36— |
| PT2 | 36 | 36— |
| PT3 | 36 | 36— |
| PTAN | 36 | 36+ |
| QMCM | 42 | 24 |
| QMCS | 42 | 24 |
| QMC | 66— | 24 |
| QM1 | 72 | 24 |
| QM2 | 72 | 24 |
| QM3 | 72 | 24 |
| QMSN | 72 | 24 |
| RMCM | 36 | 24 |
| RMCS | 36 | 24 |
| RMC | 36 | 24 |
| RM1 | 36 | 24 |
| RM2 | 36 | 24 |
| RM3 | 36 | 24 |
| RMSN | 36 | 24 |
| SDCM | 36 | 30 |
| SDCS | 36 | 30 |
| SDC | 48 | 24 |
| SD1 | 60 | 24 |
| SD2 | 60 | 24 |
| SD3 | 60 | 24 |
| SDSN | 36 | 24 |
| SHCM | 36 | 54 |
| SHCS | 36 | 54 |
| SHC | 36 | 36 |
| SH1 | 54 | 24 |
| SH2 | 54 | 24 |
| SH3 | 60 | 24 |
| SHSN | 60 | 24 |
| SKCM | 36 | 30 |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| SKCS | 36 | 24 |
| SKC | 48 | 24 |
| SK1 | 48 | 24 |
| SK2 | 36 | 30 |
| SK3 | 36 | 30 |
| SKSN | 36 | 30 |
| SMCM | 36 | 24 |
| SMCS | 36 | 24 |
| SMC | 36 | 24 |
| SM1 | 66— | 24 |
| SM2 | 72 | 24 |
| SM3 | 72 | 24 |
| SMSN | 72 | 24 |
| STCM | 36 | 60 |
| STCS | 42 | 36 |
| STC | 48 | 24 |
| ST1 | 60 | 24 |
| STG2 | 60 | 24 |
| STG3 | 60 | 24 |
| STGSN | 60 | 24 |
| STCM(SS) | 36 | 60 |
| STCS(SS) | 48 | 36 |
| STC(SS) | 60 | 24 |
| ST1(SS) | 60 | 24 |
| STS2 | 60 | 24 |
| STS3 | 60 | 24 |
| STSSN | 60 | 24 |
| SWCS | 36— | 36— |
| SWC | 36— | 36— |
| SW1 | 42— | 30— |
| SW2 | 48— | 24 |
| SW3 | 48— | 24 |
| SWCN | 48— | 24 |
| TDCM | 36 | 48 |
| TDCS | 36 | 48 |
| TDC | 36 | 48 |
| TD1 | 36 | 48 |
| TD2 | 36 | 48 |
| TD3 | 36 | 48 |
| TDAN | 36 | 48 |
| TMCM | 36 | 60 |
| TMCS | 48 | 24 |
| TMC | 48 | 24 |
| TM1 | 54 | 24 |
| TM2 | 54 | 24 |
| TM3 | 54 | 24 |
| TMSN | 54 | 24 |
| TM1(SS) | 60 | 24 |
| TM2(SS) | 60 | 24 |
| TM3(SS) | 60 | 24 |
| TMSN(SS) | 60 | 24 |
| TMCM 07XX | 36— | 60+ |
| TMCS 07XX | 36 | 60+ |
| TMC 07XX | 36— | 54+ |

| RATE/NEC | TOURS IN MONTHS SEA TOUR | SHORE TOUR |
|---|---|---|
| TM1 07XX | 36— | 48+ |
| TM2 07XX | 36— | 24 |
| TM3 07XX | 36— | 24 |
| TMSN 07XX | 36— | 24 |
| TMCM 334X | 36 | 24 |
| TMCS 334X | 39 | 24 |
| TMC 334X | 45 | 24 |
| TM1 334X | 48 | 24 |
| TM2 334X | 48 | 24 |
| TM3 334X | 48 | 24 |
| TMSN 334X | 48 | 24 |
| UTCM | 36— | 36+ |
| UTCS | 36— | 36+ |
| UTC | 36— | 36+ |
| UT1 | 42— | 30+ |
| UT2 | 48— | 24 |
| UT3 | 48— | 24 |
| UTCN | 48— | 24 |
| YNCM | 36 | 60 |
| YNCS | 36 | 60 |
| YNC | 36 | 60 |
| YN1 | 36 | 48 |
| YN2 | 36 | 48 |
| YN3 | 36 | 48 |
| YNSN | 36 | 48 |
| YNCM 2505 | 36 | 60 |
| YNCS 2505 | 36 | 60 |
| YNC 2505 | 36 | 60 |
| YN1 2505 | 36 | 48 |
| YN2 2505 | 36 | 48 |
| YN3 2505 | 36 | 48 |
| YNSN 2505 | 36 | 48 |
| DIVER 5311 | 60— | 24 |
| DIVER 5321 | 60 | 24 |
| DIVER 5322 | 60 | 24 |
| DIVER 5326 | 60 | 24 |
| DIVER 5327 | 60 | 24 |
| DIVER 5332 | 36— | 36+ |
| DIVER 5333 | 36 | 36 |
| DIVER 5341 | 48 | 24 |
| DIVER 5342 | 60— | 24 |
| DIVER 5343 | 72 | 24 |
| DIVER 5346 | 48 | 24 |

# What you should know about

# Nuclear Petty Officer Continuation Pay



IT TAKES A LONG TIME to train men to supervise, operate and maintain naval nuclear propulsion plants and the Navy is anxious to keep the experienced petty officers it now has in this field. Accordingly, a new incentive applicable to nuclear qualified petty officers with six to 10 years' service called Nuclear Petty Officer Continuation Pay has been implemented. As an example of the incentives available, a qualified member who is eligible and reenlists for four years can collect up to $13,000 (24 months' basic pay) during the course of his reenlistment.

There is another benefit which will grow out of the new special pay. As the inventory of experienced nuclear propulsion plant operators grows, the Navy expects to improve the sea-shore rotation for experienced nuclear qualified petty officers who remain in the service. In the past, sea-shore rotation has been biased toward extended sea tours because of a serious shortage of experienced personnel.

Continuation pay is exactly what its name implies: a bonus to continue on active duty. To qualify for the extra pay, a man must:

- Be on active duty and entitled to receive basic pay.
- Be currently qualified for duty in connection with supervision, operation, and maintenance of naval nuclear propulsion plants.
- Be eligible to reenlist in accordance with BuPers Manual.
- Have completed at least six but not more than 10 years of active duty at the time of reenlistment.
- Submit an application and obtain approval of the Chief of Naval Personnel.

Nuclear qualified petty officers may reenlist up to three months early under provisions of this program. Continuation pay is not applicable for reenlistments executed to meet the minimum service requirements for NESEP or any other program leading to commissioned status. ADCOP candidates and selectees, however, are eligible.

ELIGIBLE nuclear qualified petty officers can apply to receive the continuation pay when they reenlist, or may submit applications up to six months prior to the end of their active obligated service. A sample application letter and additional program information can be found in SecNavInst 7220.72 of 8 Nov 1972.

Formal approval of the application by the Chief of Naval Personnel is necessary to authorize the special pay.

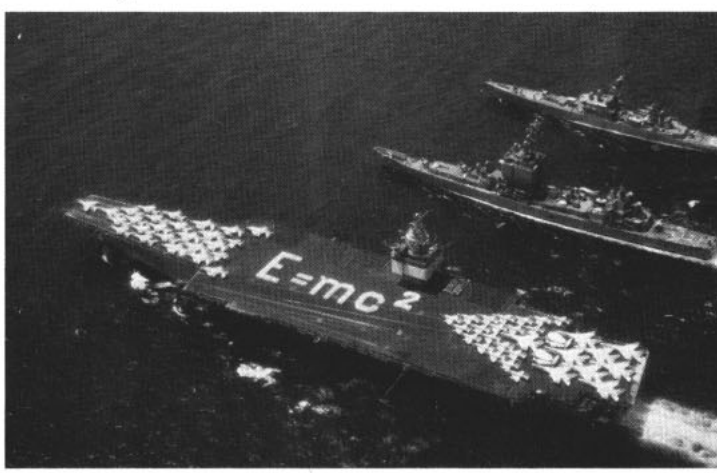
Navymen who take advantage of this offer may receive sizable bonus payments, depending on their length of service at reenlistment as shown below. Payment will be in equal annual installments, and accelerated or lump-sum payments are not authorized.

| Length of Service at Reenlistment | Minimum Period of Reenlistment in Years | Amount of Equal Annual Installment | Maximum Number of Equal Annual Installments | Total Amount |
|---|---|---|---|---|
| At least 5 years 9 mos. but not more than 8 years | 4 | 6 X Monthly Basic Pay | 4 | 24 X Monthly Basic Pay |
| Over 8 but not more than 9 years | 3 | 6 X Monthly Basic Pay | 3 | 18 X Monthly Basic Pay |
| Over 9 but not more than 10 years | 2 | 6 X Monthly Basic Pay | 2 | 12 X Monthly Basic Pay |

The monthly basic pay is that to which the member was entitled on the day before the effective date of the reenlistment.

Nuclear qualified petty officers who are receiving continuation pay may be assigned afloat or ashore without affecting their eligibility for receipt of this special pay. These assignments will include nuclear support billets identified by NECs 3359 or 3389 which are included at training activities, repair activities, operational staffs, the Navy Recruiting Command, and other activities directly associated with or in support of the Naval Nuclear Propulsion Program.

So far, the program—initiated on 27 October last year—appears to be a success. Within two months after the program was announced, 143 POs had applied for the extra pay. That figure can be compared with the total number of 145 who extended or reenlisted during *all* of fiscal year 1972 and should eventually help to provide a more reasonable sea-to-shore rotation balance among the nuclear rates.



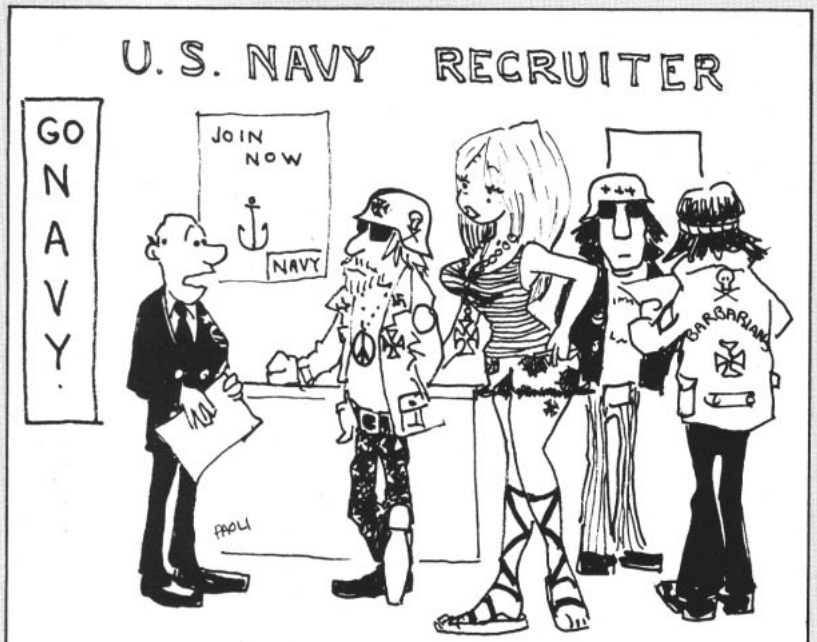
# 1972 All-Navy Cartoon Contest Winners

A LOT OF WIT plus a portion of wisdom—those were the main ingredients of the 500 cartoons recently received by the 1972 All-Navy Cartoon Contest. Consequently, it was no easy task for the five people assigned as judges, but in that true Navy tradition, they completed their mission successfully and came up with a winner. In fact, they came up with several happy winners.

Taking the first place award for the active duty category was Interior Communications 1st Class Jeremiah H. Paoli, who is now serving aboard USS *Sierra* (AD 18). IC1 Paoli's cartoon satirizing the military's "buddy system" was judged the best, while another of his cartoons received honorable mention recognition. He is a long time regular contributor to ALL HANDS and a past award winner in All-Navy Cartoon Contests.

Edward W. Barker, 16, son of Commander and Mrs. Samuel D. Barker of McLean, Va., made a clean sweep of the first 3 places in the dependents' category of the contest. CDR Barker is the head of the medical officer detailing section of the Bureau of Naval Personnel.

First Place—IC1 Jeremiah H. Paoli




"I'm sure sorry, but you and Big Sally just can't enlist on the Buddy Plan."

Second Place—DM2 Gary L. Middeke

"Hello, this is the OOD . . . uh . . . by any chance, is there a storm warning in effect?"

THE WINNERS IN EACH CATEGORY were presented with a wristwatch from Hank Ketcham, creator of the cartoon strips "Dennis the Menace" and "Half Hitch," of Navy fame. The watch dials picture Half Hitch talking to a girl with an animation of Hitch's beating heart. Ketcham also gave the winners an original sketch of a "Half Hitch" cartoon.

Ketcham is a former Navy man and a number of his cartoons when

Third Place—DM2 Gary L. Middeke


deke whose cartoons won the second and third prizes in the active duty category. DM2 Middeke works in the graphic arts department of the Fleet Intelligence Center, Atlantic, in Norfolk. Lieutenant Commander M. C. Murray (well known to ALL HANDS cartoon buffs) of the Navy Astronautics Group, Point Mugu, Calif., and Communications Technician (Administrative) 1st Class Donald L. Winans of the Naval Security Group Activity, Winter Harbor, Maine, won fourth and fifth places, respectively.

The winner of the fourth and fifth places in the dependents' category was Keith A. Breeden, son of Senior Chief Aviation Machinist's Mate Clifford E. Breeden, who is

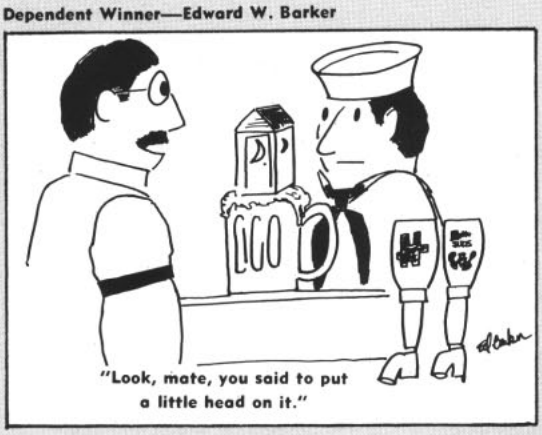
Fourth Place—LCDR Melville C. Murray

"I don't know where you heard such a thing, Miss Grich, but the practice you refer to as 'hot-bunking' is common only in submarines. This happens to be a tender!"

Fifth Place—CTA1 Donald L. Winans


"Ensign Philpot is gonna be here shortly to give us a talk on Navy traditions. I want you all to try to keep a straight face."

Dependent Winner—Edward W. Barker




"Look, mate, you said to put a little head on it."

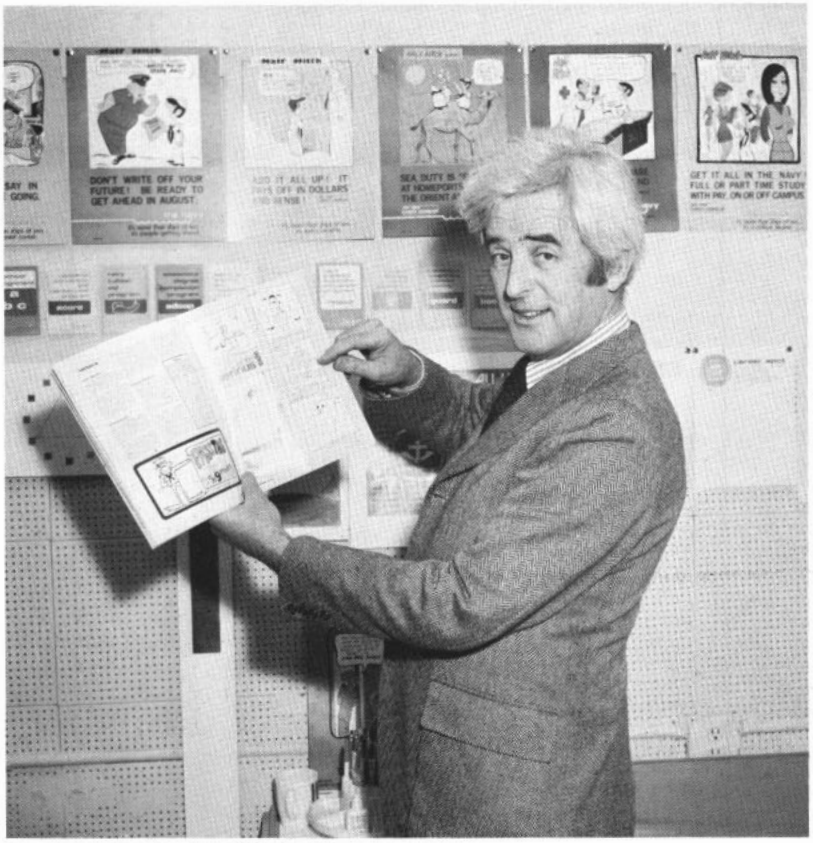
he was serving in Navy headquarters in Washington first appeared in ALL HANDS.

Another multiplace winner was Draftsman 2nd Class Gary L. Mid-

stationed at NAS Miramar, Calif.

The dependents receiving honorable mention were Philippe Sebrechts, son of Captain Paul H. Sebrechts; and Richard M. Todd, a dependent of Commander Meridith W. Patrick. Those on active duty who won honorable mention are Journalist 3d Class Stephen D. Duren, Hospital Corpsman 3d Class James I. Bettis, Seaman Eric D. Furan, and Quartermaster 1st Class Thomas J. Blessing.

Judges for this year's contest were Commander P. M. Hartington, Naval District, Washington; Lieutenant E. E. Eagan, BuPers representative; Lieutenant P. A. Nisbet, Chief of Information representative; Journalist 3d Class Dale Wagner, ALL HANDS staff member; and Rosemary Purcell, *Navy Times* staff member.




**Right: Famous cartoonist Hank Ketcham, creator of the comic strips "Dennis the Menace" and "Half Hitch," presented the winners of each category with a "Half Hitch" wristwatch and an original sketch of his Navy character.**

# IN SUBIC BAY:

# BOB HOPE COMES

"THEY DO FANTASTIC THINGS here at Subic Bay—where else can you see an aircraft carrier up on a lube rack?"

With this quip, Bob Hope, wearing a sailor's white hat, opened his Christmas Show 29 December to the delight of 14,000 Navy, Marine Corps and Air Force personnel and dependents at this large Navy logistical support and repair base.

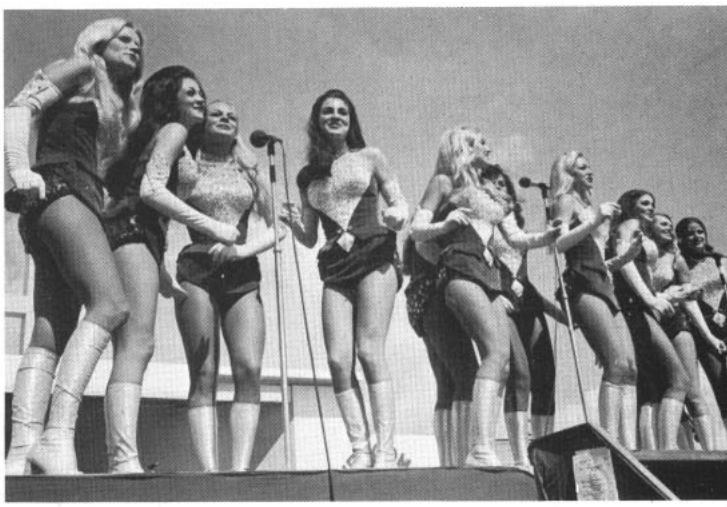
Hope's famous one-liners kept the audience roaring throughout the performance.

Appearing in the Republic of the Philippines for the fourth time, Hope brought along his wife Dolores, Los Angeles Rams' quarterback Roman Gabriel, Les Brown and his Band of Renown, and the usual complement of beautiful young girls.

Besides the famous 12 American beauties, the crowd was awed with such lovely ladies as singer Fran Jeffries, singer-dancer Lola Falana and Miss World 1972 Belinda Green of Australia. A special high-light was added to the show when Hope presented Philippine singing star Pilita Corrales.

Dolores Hope came on stage to a standing ovation, enraptured the audience with a heart-tugging rendition of "You're Beautiful" and at popular request led the audience in singing "White Christmas" (under clear skies and 87 degrees).

AS THE SHOW DREW TO A CLOSE, special presentations were made to Hope by Rear Admiral John H. Dick, Commander in Chief Pacific Representative in

# ABOARD

the Philippines and Lt. General William G. Moore, Commander, Thirteenth Air Force, Clark Air Base, in appreciation of his visit. On behalf of all U. S. Armed Forces personnel in the Philippines, RADM Dick presented Hope with a large brass "Number One" figurine "to let you know how we feel about you," and a plaque with mounted chrome Philippine bolo knives.

The show was the next to last on what may be Hope's final overseas Christmas tour to entertain the troops. Hope, who began his annual tours nearly 22 years ago, told newsmen at a press conference before the show that he might reconsider touring next year if peace is not reached in Vietnam, but that the odds against his return were "very large."

—PH2 Michael Jacobs

**Above left: PO2 Ray Shumann receives a very pleasing kiss from Belinda Green, Miss World 1972. Above top: Emcee Hope with L. A. Rams football star Roman Gabriel. Above: Bob Hope's Twelve American Beauties entertain the 14,000-member audience.**


# SAILING PILOTS

THE BIG, BLUE BOAT nudges her bow across the wind —sails flap briefly, then snap taut as the boat heads off on a new tack. She picks up speed, takes a puff of wind and heels over. Her lee gunwale is awash with salt water. On deck the crew scramble to maintain their balance.

The major distinction of this Navy crew is that they are pilots, not sailors. The men before the mast are aviation officer candidates (AOCs) at the Naval Air Station, Pensacola, Fla. What, then, are they doing trying to keep a Navy yawl called *Challenger* afloat in the Gulf of Mexico? Learning to fly, of course.

The training is really not as strange as you might think. The aerodynamic forces which power the sailboat are the same as the lifting forces of an aircraft.

So, once a week in the winter, more often, naturally, in the summer months, ninth-week classes of AOCs go aboard *Challenger* for training, pursuing seamanship and prenavigation training courses. The AOCs sail the boat under the supervision of Lieutenant Thomas A. Boyd, Lieutenant Richard A. Hill and Chief Boatswain's Mate (Ret) Charles Robinson. LT Boyd and LT Hill are instructors in seamanship and prenavigation at the Naval Aviation School Command. Chief Robinson is responsible for the boat's maintenance.

While the afternoon on the water is something the

**Facing page: The Navy training yawl "Challenger" off the Gulf Coast at Pensacola. Above: Aviation officer candidates hang on as "Challenger" heels over in a stiff breeze. Right: BMC (Ret) Charles Robinson instructs the trainees on the hoisting of a sail. Below: Aviation officer candidates D. D. Nelson and D. A. Turner work the winch aboard "Challenger."**

AOCs look forward to, it is not just a pleasure cruise. The men are getting practical experience in navigation and "the rules of the road," and they learn emergency procedures in man-overboard drills.

LT Boyd stresses that working on the 44-foot yacht teaches the AOCs the importance of teamwork. "As future officers," he adds, "the students learn what the men under their supervision must do to make a boat function properly."

CHALLENGER is one of 13 identical craft designed and built for the U. S. Naval Academy at Annapolis in 1942. The Academy began to replace the wooden boats with newer fiber glass models a few years ago. The older ones were dispersed to various naval installations around the nation. NAS Pensacola got three, of which *Challenger* is now the only seaworthy craft remaining.

Even with all the aspects of seamanship that *Challenger* can help teach, LT Boyd feels that the sailing experience teaches something more tangible. "Above all," he says, "*Challenger* teaches the AOCs an appreciation for the heritage of the Navy's past."

—Story and photos by PHAN R. G. Edmonson

# Officer Assignment

## A Five-Year Projection

THE FOLLOWING report is a projection by BuPers assignment officers with thorough on-the-job experience on officer detailing practices in the next five years—through 1977. You will notice that primary emphasis in future detailing will be on PCS (Permanent Change of Station) fiscal constraints, plus continued development and implementation of the OTMS (Operational-Technical-Managerial-System) concept.

Although many of the projections and prognostications detailed in this report are based upon present policy, one should bear in mind that policy can, and probably will, change—revising some of the projections as seen by the various assignment officers.

The OTMS concept will result in a multitude of career paths instead of the relatively few traditional paths to success that have previously existed in the Navy. The need for more expertise in the operational, technical and managerial areas of the Navy will eliminate the requirement to "touch base" at traditional duty stations or in certain billets in order to attain flag rank.

Simultaneously with diversifying the paths to flag rank, reductions in force levels will decrease opportunities for command in the operational area. Areas and programs which have traditionally been "less glamorous" are taking on added importance in light of the Navy's needs for higher quality, more experienced officers in the technical and managerial fields in the sea service.

## SURFACE JUNIOR OFFICERS

*Q. As a Regular officer, when may I expect my first shore tour?*

A. After three years of sea duty, provided your qualifications, performance and desires allow such a move.

*Q. What do you mean by "qualifications?"*

A. It is still foreseen that an at-sea major department head tour will be most desirable before coming into zone for lieutenant commander. Therefore, the initial sea tour, where you serve as division officer/sub-department head and are designated as underway OOD, could be considered as a qualifying tour, If it is evident at the completion of your initial sea tour that you are completely assignable to a department head tour, you desire shore duty and service needs permit, then shore assignment is most realistic.

There is also a requirement for second sea tour billets to be filled (for example, Fire Control Officer, Missile Systems Officer, XO of PG, etc.).

*Q. What if I haven't qualified for a department head tour upon completion of the initial sea tour?*

A. You should and probably will stay at sea for another tour. This time it will be for two years, to complete your qualifications.

*Q. Will it still be possible to go to Destroyer School at the two-year point?*

A. No. Thirty-six months will be the earliest. You may be selected at the two-year point, but will not be "short-toured" to go. The management derived flow point to Destroyer School falls at or about the five-year mark.

*Q. What if I don't want to go ashore at the three-year point?*

A. No problem. However, if your qualifications, performance and desires allow, Destroyer School is a possible consideration. Another would be to small combatant XO or other second tour sea billets.

*Q. What will be the length of the second sea tour?*

A. Two years for second and all subsequent sea tours with possible exception for XO and command tours.

*Q. What are the chances of "fleeting up" to department head during my initial sea tour?*

A. This is a matter entirely between you and your commanding officer. If he says yes, we will probably give you the green light.

*Q. Will "fleeting up" extend my tour aboard?*

A. Probably, in order to give you at least one year and hopefully a deployment in the billet.

*Q. Will there be more fleet-ups?*

A. Yes. Considering that the on-board experience level should be higher, cross-training and fleet-ups may be constructive management alternatives for a command.

*Q. Will "lieutenant command opportunity" increase?*

A. Probably not. With new construction being offset by decommissionings, the numbers of available lieutenant command billets should remain fairly stable.

*Q. How does the split tour work?*

A. Rather than a full 24 months in your first de-

# A Five-Year Projection

partment head tour, you are relieved at the 18-month point and assigned to a different type ship for another 18 months. Therefore, you may have a three-year tour again instead of just a two-year tour.

*Q. Will there be more "Mod Squad" XO opportunities?*

A. Yes. Between 15 and 25 per cent of LCDR executive officer tours will be filled by LTs. Additionally, these will expand from the Destroyer Force into the Amphibious and Service Forces.

*Q. Why so much talk of sea duty?*

A. To become and remain competitive for promotion to LCDR, the department head tour will be almost a must. The shore path toward command ashore, project manager, etc., will not really start as a pattern until the grade of LCDR. The thought here is that the Navy probably cannot afford nonrestricted Line officers in higher command echelons who have no fleet experience.

*Q. What type of duties may I expect on my initial shore tour?*

A. Major staffs, overseas, Naval Postgraduate School, instructor duty, etc.

*Q. How long will this shore tour be?*

A. About three years, with the exception of NPGS and overseas shore.

*Q. If I have a master's degree will I be assigned to a P-coded billet, that is, a billet which requires a specialist with a master's or higher degree?*

A. Probably, provided your performance and sea experience qualify you for the billet and the PCS costs are not excessive.

*Q. What do you mean "costs are not excessive" with regard to PCS?*

A. We have experienced, and will experience continued reductions of monies to move people from duty station to duty station. Consequently, the cost of a move will also be an important factor in any assignment made. We cannot afford to move people long distances without regard to the fiscal consequences.

*Q. Does this mean if I start in one area I will be there for my entire naval career?*

A. No. There will continue to be marshalling or collecting points which receive inputs from all areas and send to all areas. Examples: NPGS, NDS (Naval Destroyer School). Additionally there will be limited new billets, which must be manned, which will require assets from outside their immediate geographic area. Add to these overseas tours and a large share of the Navy's dollars will be gone. Yet we will have some movement from geographical area to geographical area; however, there will be considerably more restraint than has been the case in the past.

*Q. If I desire overseas shore duty upon completion of my initial sea tour, what should I do?*

A. Maintain a very strong performance record to assure a subsequent department head assignment. Language and academic work pertinent to an area will also help.

*Q. If I do not do well on my initial sea tour what should I do?*

A. Stay at sea. If you move ashore with a noncompetitive sea record your chances for selection to LT are poor.

*Q. Doesn't the increase in tour lengths tend to encourage stagnation in each assignment?*

A. No. In the past, particularly at sea, half of a tour was spent learning the billet. The longer tour lengths make for more and better use of your training and experience and a more professional performance of the unit.

Also, increased lateral billet shifts within each unit are anticipated to broaden your background in your warfare specialty and subspecialty. This shifting is, however, a command prerogative and will remain one.

*Q. Does that mean for example, once an EW type always an EW type, etc?*

A. Not necessarily, but the trend will be in that direction. The days of the "jack of all trades, master of none" are dwindling. The more general path will still be a viable pattern but not as many officers will be able to pursue it.

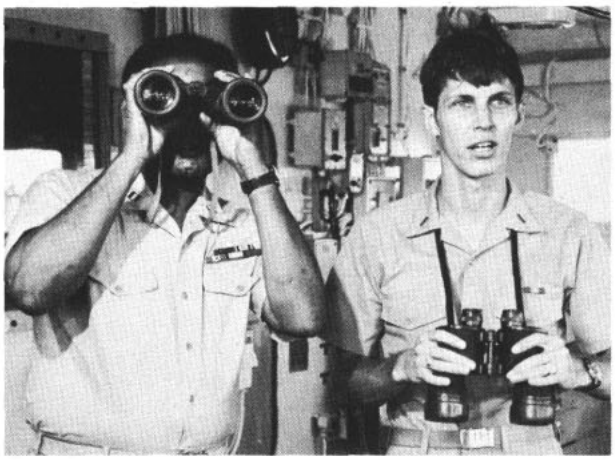
*Q. What about Reserve officers?*

A. Their initial assignments will continue to be primarily to sea duty; however, some Reserve officers will continue to be assigned to specialized shore duty billets, e.g., computer programming, instructor duty, naval facilities. Possibilities for augmentation to the Regular Navy will be good provided their performance is outstanding.

Early release programs should be past history as force size stabilizes and we go, possibly, to an All-Volunteer Force.

### SURFACE LIEUTENANT COMMANDERS

FOR THE SURFACE LIEUTENANT COMMANDER, the future warns of an increased emphasis on specialization and the development of a core of officers with increasing highly technological training whose duty assignments will no longer be following the sea-shore



patterns of the past. The Navy expects that within five years the formal graduate level education of these officers will have significantly increased, although the vast majority will have received their schooling prior to promotion to that rank.

Emphasis on "hard core" postgraduate curricula will continue to be maintained. However, there will also be an expansion in requirements for officers with advanced "liberal arts" training in order to meet the increasing requirement for geographically trained experts.

For those top-performing officers whose careers or aptitudes do not permit advanced formal schooling, specialization and repeated tours ashore in key developmental assignments in systems management or operational and technical billets can be expected.

In his sea career, the unrestricted line lieutenant commander can anticipate a somewhat reduced opportunity for duty as a commanding officer or executive officer. However, the late '70s will witness the arrival of exciting new ship types—those using hydrofoils and surface effects—in both increasing numbers and sizes. Many of these will be suitable for him.

Also, there will be an increased need for officers with nuclear power training to man the significantly larger surface nuclear Navy of that era. As the ships of WW II vintage leave the scene permanently, they will be replaced by types rarely seen at sea today. These will require mastery of seamanship skills of which today's surface officer has only vague concepts.

### SURFACE WARFARE COMMANDER

THE SURFACE WARFARE COMMANDER community can look forward to a more stable career pattern. Both sea and shore assignments will have longer tour lengths, and sea tours, including command, will be 24 months. Shore assignments, with the exception of those officers who have been screened but have not yet had their commander command at sea, will normally be scheduled for four years.

Development of subspecialties will become even more important as the OTMS concept is put completely into use. Repeat tours in one's subspecialty or area of high skill will become the norm as the idea of "getting all the tickets punched" goes the way of the FRAM II.

### AVIATION LCDR/JUNIOR OFFICER ASSIGNMENT

MONEY AND THE OTMS concept will be main drivers of all officer distribution policies and career trends. Increase in number of subspecialty areas, combined with reduced end strength and tightening budgets will see "needs of the service" becoming the more dominant corner of the detailing "triad."

The financially austere '70s will result in a return to longer tours of duty (already being put into practice) including sea and "arduous" overseas duty. Many technical and managerial billets will become four- and five-year tours.

Some officers as junior as LCDR will be detailed away from traditional command-at-sea oriented billets and toward the growing technical and managerial career patterns. The general effect on officer career patterns of the more specialized Navy of the late '70s will be an earlier determination of which career in the OTMS concept an officer will pursue.

Service college and graduate education will continue to be important for a career officer. Those receiving a subspecialty code will have more opportunity to serve in that area when they transfer to shore duty.

The foundation of the detailing principle will remain performance, as reflected in an officer's fitness report record. Regardless of the degree of subspecialization or diversity of career patterns, performance will predominate when determining both an officer's assignment and the degree of personal choice he will have in the orders he receives.

Service colleges will be more selective, with more

# Officer Assignment

emphasis on quality, not quantity. The opportunity to earn an MA while at the same time attending the Naval War College Warfare Course was phased out with the 1972-73 class. A similar policy may be put into effect for officers attending the Command and Staff Course there. In the future, only the top-performing officers will be elected to attend a service college.

Command opportunity will increase only slightly in the next five years, depending on force reductions. This is not to be thought of as a slackening of selection standards, but rather, it is because of the impact smaller year groups will have as they compete for command. Statistically, there will be about the same impact but, overall, an increase will be evident. Screen/Board Actions will receive directions to pick the BEST FITTED officers but particular emphasis will be keyed to specialty and acquired subspecialty areas. Performance will still be the PRIMARY factor in any selection.

*AVIATION INITIAL ASSIGNMENT.* Detailing procedures at the Aviation Initial Tour Assignment desk are not expected to change significantly in the foreseeable future.

Good performance in the undergraduate flight training program will continue to earn priority for selection to those billets offered to newly designated aviators and naval flight observers. As the training rate more nearly matches the sea billet requirements, the opportunity for all graduates to fly in the community for which they are trained obviously becomes greater.

The term, non fleet experienced aviator (NFEA), should no longer be fashionable—an officer in this situation is merely going to shore duty first, instead of sea duty. This officer's situation will be better understood and accepted throughout the Navy while the experience he gains in that first assignment will be a valuable asset when he arrives on the scene in the fleet. He can and will realize a lively career pattern without going to the fleet right after designation.

*RETENTION AND RESERVE MANAGEMENT.* Although it is impossible to predict how the Navy must react to the country's international and domestic policies of the next five years, one thing will be just as true as it has been in the past. The release and recall of Reserve officers will continue to play a prime part in responding to rapidly changing national defense requirements.

RESERVE OFFICERS on active duty who desire to make a career in the Navy have only one way to ensure staying on active duty—they must augment into the Regular Navy. The main rule for retention and selection to Regular Navy will continue to be demonstrated performance of an outstanding nature. As the Navy becomes smaller and at the same time more attractive to many, the selection process for augmentation will, by necessity, become more choosey. Only those Reserve officers best qualified can be retained and augmented.

Listed below are some of the more commonly asked questions directed to the Bureau's Retention and Reserve Management Desk:

*Q. If I am on an indefinite extension, what are my chances for early release?*

A. You will be considered along with all other USNR officers for early release. Indefinite RAD status is no protection against involuntary early release.

*Q. If I get out of the Navy and then decide later that I want to get back on active duty, what are my chances?*

A. Recall applications are always carefully considered but for the present, and the foreseeable future, very few requests can be approved. If the Navy is releasing several thousand officers early, many against their desires, the bringing of other officers on active duty from inactive status cannot be justified. Those few who are recalled were top performers when they were on active duty, and currently they are urgently needed in their warfare specialty.

### AVIATION COMMANDER ASSIGNMENT

AS IN ALL OF THE OTHER communities, the aviation commander assignment policies have been affected considerably by the well-publicized current restrictions on PCS funds. It is not expected that these policies will vary in the foreseeable future.

Specifically, the policies pertaining to the Bureau's assignment procedures are now and are projected to be:

- Shipboard/Afloat Staff tours—two years.
- Officers serving in post-command tours and officers not command-selected, CONUS shore assignment—four years.
- Failed-of-selection, CONUS shore tour—five years.
- With few exceptions (e.g., isolated or short-tour areas) the length of accompanied overseas shore assignments will be 36 months.
- When assignments to National War College or Industrial College of the Armed Forces are made, they normally shall be a part of a minimum three-year Washington area tour. Officers will not be assigned to school prior to completion of prescribed tour.
- USNA/NROTC staff tours—three years.

To remain within our FY-73 PCS operations target, priorities have been placed on issuance of orders. The top priorities and those for which funds will be available—under present costing estimates—are orders to command tours and ships' company/afloat staff positions. The next priorities are directed toward filling overseas requirements, some of which will be gapped or remain for short periods. The money available for moves to and from service schools, and other service educational commands, is somewhat less restrictive and hopefully the most critical shore requirements will be filled by officers coming from these assignments. Many officers are and should expect to continue being assigned to near-homeport activities.

TRADITIONALLY, squadron command, key Washington billets, CV department heads of aircraft carriers,

and senior service college have been the desirable assignments while in grade. However, as a result of recent changes and putting OTMS into effect, "important" assignments in the grade of commander—as reflected in past selection statistics—are changing.

Administrative boards are meeting to select proven subspecialists in areas such as intelligence, communications, PAO, management, etc. Officers who have been identified as proven subspecialists may have nontraditional career paths. Recruiting commands and Human Resources Development are among CNO's high-priority programs and ex-squadron skippers who have a bent for this kind of work and meet the quality performance standards will be in contention for these challenging assignments.

Command opportunity in the future will continue to be a function of force levels. The forecast is that the number of carrier aviation squadrons will diminish in the next five years. This prognosis, in conjunction with the reduced size of the year groups which will be coming into the zone for commander, results in the likelihood that command opportunity will remain reasonably constant. However, there remains the option to control this by varying command tour lengths as is now being done in the jet squadrons.

Ideally, command opportunity should be 50 to 60 per cent. There are opportunities arising for second command in grade in addition to Air Group and Replacement Training squadron command. Aviation commanders are eligible for an increasing number of meaningful shore commands.

### AEDO/AMDO ASSIGNMENT

PROJECTING the impact of continued scarcity in PCS funding leads to a conclusion that cross-country moves for AEDO/AMDO officers between East and West Coasts will diminish. It is not farfetched to consider that more officers may be spending up to 20 years on one coast with little chance for transfer to the other coast. The relative importance of experience on both coasts to an officer's career should therefore diminish in the years ahead to the point where it will not even enter the career planning picture.

### NUCLEAR SUBMARINE OFFICERS

AS THE IMPROVED RETENTION of nuclear submarine officers continues through 1977, more of these officers will be assigned to shore/staff duties in comformity with the revised nuclear submarine officer career pattern. The mandatory department head tour immediately following qualification as engineer officer will gradually become a thing of the past.

With opportunity for a shore tour as a junior officer, the officers assigned as department heads will be more senior, changing the current requirement to make use of more junior officers. Within the next five years it is anticipated that all nuclear submariners will have two shore/staff tours prior to assignment as executive officers.

Senior nuclear submariners on the other hand, should expect a greater variety of shore and staff assignments, particularly in antisubmarine warfare and strategic warfare billets.

### SURFACE NUCLEAR POWER

WITH THE CONTINUED rapid expansion of the surface nuclear fleet in the next five years, the future for the surface nuclear trained officer has never been brighter. This fact is recognized at all levels of command in the Navy.

Detailing policy will be geared toward phasing into the all nuclear DLGN wardroom idea. This policy should afford officers a chance to gain necessary expertise in all aspects of their warfare specialty. For the present, this plan provides the surface nuclear trained officer with conventional command opportunity in the grades of lieutenant commander and commander. The ultimate goal is, of course, command of one of the nuclear power frigates or cruisers.

Emphasis on early postgraduate training, excluding IGEPS, will gradually shift to the senior lieutenant/lieutenant commander time frame. This postgraduate training at a later time in an officer's career will more closely tie in with the officer's expanded opportunities for shore duty and the OTMS concept.

As the community expands in the next five years, it is only normal to expect some growing pains but, once through this period of transition, we should have developed the experience and skill to ensure smooth sailing in the future.

### DIESEL SUBMARINE OFFICERS

AS THE DIESEL SUBMARINE FORCE declines to only about 12 operational boats five years from now, it is anticipated that five to 10 outstanding diesel submarine officers per year will leave the diesel submarine force each year at the grade of lieutenant commander for surface command. Those officers who remain associated with the submarine force will be assigned to submarine support billets to insure solid manning in the important and ever expanding *Polaris/Poseidon/Trident*/ASW Staff and Deep Submergence fields.

Many of the junior officers are expected to choose to be weapons or navigator officers in FBM submarines. Following the six-month Basic Submarine School training at New London, and two months' special schooling at Dam Neck, Va., it is possible for an officer to go directly to an FBM submarine as the assistant weapons officer or assistant navigator. Another option following basic submarine school is to go directly to a diesel submarine and then to the FBM for a weapons officer tour or to a billet in the deep submergence field. The lengths of these tours will vary over the next five years but sea tours should average about three years in length.

Many of the diesel/FBM Weapons/FBM navigator officers will be given an opportunity to establish a subspecialty through the postgraduate school or service schools during their shore duty tours. Others will

# A Five-Year Projection

be ordered to NROTC or USNA as instructors and if already weapons/navigation-trained, they could perform on the Navy's strategic staffs or teach in their subspecialty at Guided Missile School, Dam Neck, Submarine School, or one of the FBM training centers.

### SPECIAL WARFARE ASSIGNMENT

SPECIAL WARFARE has been in existence as a separate warfare specialty for only three and one-half years. Officers serving in this field are assigned the 113X designator to identify them from other unrestricted line officers in regard both to their specialty and their unique career pattern. This action was taken to increase Navy readiness in unconventional warfare and to retain highly qualified officers with this special training and skill.

The aim of all SPWOs should be to qualify as both a UDT and SEAL officer within the first three or four years of commissioned service. During this time they will have served as platoon commanders and as department heads. After the initial tour, there are several options open to the special warfare officer. He may, like his contemporaries in other warfare specialties, attend PG school, be an instructor at the Amphibious School, have staff duty, or overseas duty. There are several Personnel Exchange Program exchanges now and more are expected in the next few years.

Special warfare officers are also in demand for duty on mobile training teams in working to familiarize various countries with special warfare programs. The recent establishment of the Naval Inshore Warfare Commands and the increasing number of large staffs that have 113X officers provide many challenging and career-enhancing billets as the special warfare officer climbs the ladder of success to the senior ranks.

The outlook for the future of Special Warfare Community is excellent. Although there may be some consolidations due to decreases in overall size of the Navy, command opportunity should remain comparable to that of the other warfare specialties. It is anticipated that the career program for SPWOs will broaden to include other portions of the Naval Inshore Warfare area of responsibility such as Coastal River Squadrons and Inshore Underseas Warfare Groups.

Officers who have significant language or other overseas experience may also be selected for the CARS/CARSO program. Six SPWOs have already been selected for CARS/CARSO and two others began PG school this year. Progress made up till now in promotions and job opportunity has been impressive and is expected to continue.

### CHAPLAIN CORPS ASSIGNMENT

IN THE EVER-CHANGING atmosphere of money shortage and manpower reduction in the Navy, the Chaplain Corps—in the next five years—predicts and envisions continued change and updating. A "look" into the future would reveal an increased analysis of distribution policies, tour lengths and career planning which will affect the chaplains' work with Navy and Marine Corps personnel and their families.

Many of these continued changes will be difficult to put into practice because of crisis situations which will constantly occur. These situations are certain to materialize as unanticipated moves which are thrust upon the Corps by factors beyond anyone's control, e.g., retirements, potential involuntary RADs, early releases, ship/station inactivations, PCS retraints and the like.

Still, future increased management revisions will go hand-in-hand with revised assignment policies and selective extension of tour lengths.

It is anticipated that there will be a reexamination of the Corps' billet structure resulting in putting into use of strong fiscal and personnel management practices. This will benefit all! The trend toward change and readjustment should gradually blend into a state of stability and provide improved career planning with fewer transfers throughout a chaplain's career.

Indications point to longer sea tours for those chaplains serving in their initial sea assignment; extended tour lengths at CONUS shore billets; more and more "no cost" moves within the same geographical area; and lengthened accompanied overseas shore tours, except for isolated areas.

AS CHAPLAIN CORPS STRENGTH declines, it is probable that more and more detailing will be directed toward team and coordinated ministries to bring about full use of our chaplains. Deep within the Corps' crystal ball shine possibilities of new modes of "circuit riding" to small ships and fleet units.

Peering into the future, two areas of significant concern are augmentation and career planning.

Augmentation opportunity for the 4100 community probably will continue to be on the low side for the 1972-77 period unless an unexpected expansion of the naval service's manpower strength is necessitated. Also, it is expected that career planning will move from a "good thing" to a requirement. Needs of the service will determine—more than ever before—all assignments, moves, training and education. Personal preferences will have to be more realistic, coupled with the "needs of the service."

Even though the forecast of a smaller Navy of the future will certainly reduce the size of the chaplaincy, there are good reasons for expecting a bright future—a youthful, professional, balanced chaplaincy assures the Navy of continued strong religious leadership.

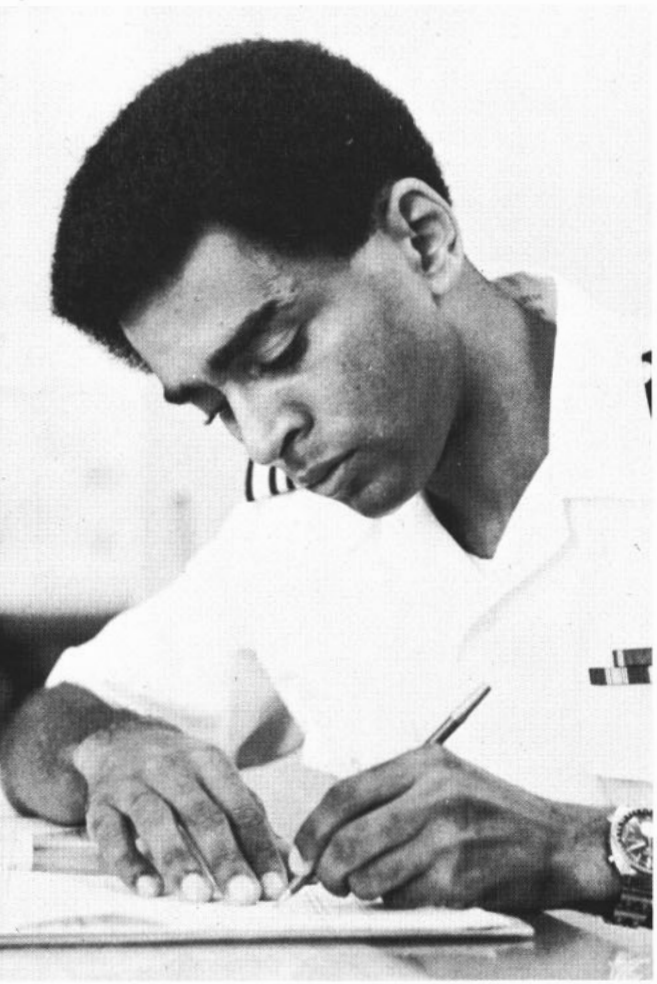
### GEOPHYSICS ASSIGNMENT

REVISED OFFICER ASSIGNMENT POLICIES and tour lengths resulting from PCS funding contraints are likely to have the greatest impact on officer detailing practices within the Geophysics Community

over the next five years. The community can anticipate increased awareness of cost as a prime factor in all detailing decisions.

Priority on available PCS funds will continue to be given to filling command, major staff, sea duty, isolated tour and training/school billets. Most geophysics officers can expect assignment within the same general regions. An exception will be those going to selected training, along with a few least expensive moves into other regions to maintain a balance.

All geophysics officers coming up for rotation are being looked at on a long-range basis for her/his next two or three tours (five-eight years) with the view of meeting total requirements at least cost. The objective of long-range detailing plans for all officers



is to ensure most efficient placement with a high probability of follow-on, no-cost and least-cost moves within the framework of a desirable career pattern.

### ENGINEERING DUTY ASSIGNMENT

LONGER TOUR LENGTHS will be the rule for shore assignments. These longer tour lengths in turn will restrain officers from qualifying for a command billet in all three functional areas (i.e., Fleet Support, System Acquisition, Research and Engineering). Consequently, career planning will not attempt to fill in all functional area gaps in individual careers. In other words, the "jack of all trades" is not the route of the future.

The importance of demanding sea duty to the ED has been significantly increased. All younger EDs should seek an assignment to an afloat department head billet as a LCDR or CDR.

Also there will be more cross-detailing of EDs to URL billets and vice versa in the Washington area. As expected, those opportunities will be actively sought for the top performers.

### JUDGE ADVOCATE GENERAL CORPS

THE FOLLOWING probable trends and policies are expected with respect to detailing JAG Corps officers during the next five years:

- Longer CONUS tours for commanders/captains along with fewer cross-crountry moves for all grades, all due to PCS fund restrictions.
- An increase in postgraduate opportunities along with the prospect of new postgraduate courses of study being offered.
- Lieutenant commanders are now eligible for consideration for attendance at the Junior Course, Naval War College.
- A decrease in the number of senior JAG Corps officers on active duty will result, naturally, in junior officers having increased responsibility.

### SUPPLY CORPS DETAILING

THE DEMAND for Supply Corps officers across an increasingly diverse range of assignments can be expected to provide many challenging tours for officers in all ranks during the next few years. Families, too, can expect less frequent moves, since U. S. shore and foreign shore tours will be longer. Also, many officers will, whenever possible, serve back-to-back tours in the same geographical area (e.g., from a ship to shore duty in that port; two tours in D. C.).

While the number of jobs in RVN—particularly for junior officers—has been decreasing, billets overseas have been added in other areas, such as Greece, Germany, United Kingdom, Thailand and South American countries. Officers will continue to have the opportunity for at least one and perhaps two accompanied overseas tours during their careers. Restraints on the number of dependents are expected to continue.

The opportunity for sea duty will continue as it has in the recent past: most officers will spend only two tours afloat and these will generally be two of the first five tours, probably one assistant tour and one department head tour. First-tour department head opportunity will continue to decline as many of the single Supply Corps ships go out of commission.

Supply Corps officers selected for postgraduate education can expect to attend school at a point rela-

# Officer Assignment

tively early in their careers. While PG school opportunity should not be expected to increase significantly, the present diversity of graduate programs should continue.

The functional areas supported by postgraduate education can be expected to demand continued strong input, and additional areas of specialization may well be needed to meet the needs of the new Navy.

The strong demand for top Supply Corps officers in all business-related aspects of project management (financial management, procurement, integrated logistics support) has been met by the infusion of dozens of officers, and this requirement is expected to continue. Other long established Supply Corps functional areas—procurement, financial management, petroleum management, merchandising, transportation, subsistence technology, ADP, operations analysis and inventory management—are all alive and well. Officers will be required in all these fields in the future.

There will be interesting and challenging new assignments in aviation supply with the establishment of a number of junior officer billets to provide improved opportunities for entry into this career field.

Warrant officers and limited duty officers will continue to be required; they provide the experience and maturity in both specialized and general supply billets.

AS MANAGEMENT OF RESOURCES becomes more sophisticated, increased training will be needed to meet specialized demands. No decrease is expected in the demand for supply officers in joint activities and staffs. From DSA to JCS, OSD, joint fleet staffs and MTMTS, Supply Corps officers will continue to be required for a wide range of assignments across all functional specialties and the full scope of logistics.

Whatever their particular specialized fields, Supply Corps officers will need to understand and apply modern management theories and methods. An understanding of the latest quantitative and analytical techniques will be vital to the proper day-to-day management of material and human resources. These techniques will have to be melded with full understanding of human factors involved in modern management.

IN SUMMARY, Supply Corps officers can expect an increasingly diverse range of assignments in the Navy of the next several years.

While the "traditional" career patterns of fleet, stock point, inventory control point and headquarters duty may be realized in fewer cases, the need for experts in many specific fields in many types of activities will continue to grow. The close attention to individual development and assignment that has been traditional in the Corps, and the dialogue between detailer and officer that has established close rapport over the past, will continue in the future.

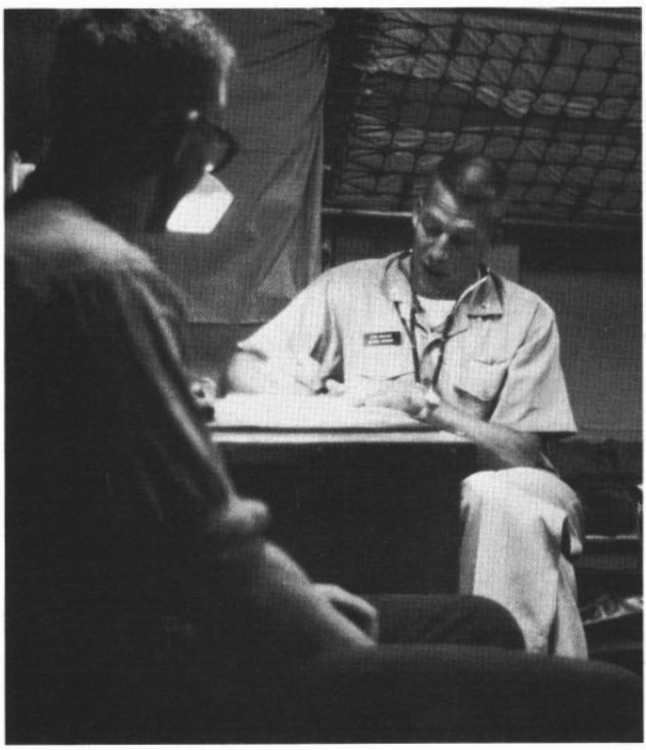
### MEDICAL DEPARTMENT OFFICERS

FOR THE FORESEEABLE FUTURE the Navy's health care delivery system will be meeting an increased demand for optimum health care with a decreasing level of scarce resources. To meet this challenge, many modifications of the delivery system will be made. Many of these changes will have a significant impact on the assignment and distribution of medical department officers.

*REGIONALIZATION*. A new concept of regionalization of all fixed medical facilities in a geographical area under the command of a single regional medical director began 1 Jul 1971, with a pilot program for the Portsmotuh, Va., area. By now nearly all fixed Navy medical facilities have come under the command of a regional director.

Regionalization permits, too, expanded and improved health care services for all authorized beneficiaries, and more efficient use of health care resources.

Directly affecting officer distribution policies is the ability of the regional commander to provide a wide range of assignments within the command. In addition to increasing job satisfaction, this flexibility will allow longer tours in the same area, while providing increased opportunity for professional development. For health care administration officers, the consolidation of support functions will provide



an opportunity, early in their careers, for increased responsibility in resources management.

*PERSONNEL UTILIZATION.* The most serious threat to Navy health care is the shortage of health care delivery personnel. The Medical Corps is identifying and developing new sources of manpower and improved management to offset this shortage.

The physician's assistant program will achieve better use of physicians by assisting or relieving them of many duties they traditionally performed. The first students in this program began training in September 1971. Still in the investigation stage is a program to train Advanced Medical Marine Amphibious Technicians to assume some of the duties now performed by physicians with Marine Corps units.

THE ROLE OF NURSE CORPS OFFICERS will expand with an increasing number of Nurse Corps officers specializing in a specific health care area. Assignment and promotion opportunity will be provided while the officer remains in his/her selected specialty area. There will be increased opportunity for training in specialty areas.

Although emphasis will be placed on specialized training, there will continue to be great need for the "generalist nurse" and they will be provided the same opportunities as the specialist.

The use of electronics in our health care system can assist in optimum use of health care personnel. Automated devices for history taking, laboratory profiles, dental examinations and other electronic support systems will adapt readily to computer-supported regional health care systems. In the future these data may be transmitted electronically Navywide.

IMPLEMENTATION of preventive dentistry programs by dental auxiliary personnel will improve use of dentists. Several new drugs, now being tested, plus research in control of dental decay and periodontal diseases could have a significant impact on dental practice and Dental Corps assignment policy in the next few years. There will be increased opportunity for advanced training for dental officers.

Additional space is being incorporated in future hospitals to provide automated testing and screening devices to expedite consultation and treatment. New dental facilities are designed for better use of dental officers, including a new radial dental clinic design for better dental care team work.

Opportunity for staff and operational assignments for physicians will continue; however, better use of support personnel should reduce the number of billets available. Medical personnel assigned to the operating forces will be augmented as required by special medical, surgical, and dental teams, fully trained in their specialty and in casualty treatment.

*OUTLOOK.* The medical department officer can look forward to the next few years as being a period of "putting together" a new type of Navy health care delivery system. Never before in the history of the Navy has there been such an opportunity to consolidate and arrange the elements of the health care delivery system into coherent relationships; to provide so many challenging assignments; and to develop new projects and concepts into a dynamic, responsive system.

## CRYPTOGRAPHIC OFFICERS

CRYPTOLOGIC OFFICER DETAILING in the current and predicted environment during the period 1973-1977 may be expected to be influenced by the following:

- The need for technically qualified officers to fill key operational and staff billets will increase. In this connection, technical postgraduate (PG) education will become an increasingly significant point in many key assignments. PG–qualified officers may expect several tours in billets requiring their technical expertise.
- The number of billets at sea will increase. These will be key career-enhancing assignments for grades 01-05.
- Officers experienced and trained in all aspects of electronic warfare will be in high demand for key positions ashore and afloat; this will become a very important career area.
- Requirements for language-trained officers should decrease significantly.
- Command opportunity is not expected to increase in any great degree.
- Tours in communications and operations security will be a standard part of every junior officer's career.
- Several–but not consecutive–tours with the National Security Agency/Central Security Service will be normal for officers in the grades of LCDR and above.
- Augmentation opportunity should remain stable or even improve moderately.
- Overseas tours will be longer, yet less frequent.
- The number of CONUS billets outside of Washington, D. C., will increase.

Within the context of the foregoing it is apparent that cryptologic officers may expect that the next five years will see their community change markedly in many respects.

## ORDNANCE ENGINEERING DUTY

THE ORDNANCE ENGINEERING DUTY OFFICER community has been significantly changed by the recent merger of the Explosive Ordnance Disposal (EOD) officers. The new community now consists of two very different subgroups, the engineering-oriented and the EOD-oriented.

We foresee no changes in the assignment trends over the next five years for the engineering subgroup other than perhaps longer tours due to reduced PCS funding. With the larger percentage of OEDO personnel in the Washington area, it will be possible to "swap" billets for our technical/management special-

# A Five-Year Projection

ists without jeopardizing these officers' career patterns.

We predict the OEDO will play a stronger role in project management of our future weapons system projects over the next several years. At the same time, we expect to see more OEDOs assigned to fleet interface billets (i.e. fleet staffs, shipyards, NOSSOs, etc.) to provide the much-needed technical skills in the maintenance and logistic support for operational weapons systems.

We feel centralization of detailing of EOD officers under one desk in BuPers will provide a better service, individually and collectively, to this subgroup of its community. As they transfer to the OEDO designator, these officers for the first time will have a viable career pattern. Long-range plans for this subgroup include initial assignments to operational EOD tours primarily under EODGRUONE.

A young officer, fresh out of the one year of EOD training, would be assigned to an EOD shipboard team and would make two deployments on a CVA, AE or AOE. Upon completion of this tour he would be assigned either to an EOD Mobile Unit (no cost move in Pearl Harbor) or as OINC of one of the many EOD detachments. As an OEDO he is competing only with other EOD officers for promotion to LT and LCDR. (There are no billets for the engineering subgroup officer junior to the rank of LCDR.)

However, following the first two or three operational tours it is necessary to order a large number of these EOD officers to postgraduate training so that:

- They are able to compete for promotion to the more senior ranks with the engineering subgroup officers who possess this educational level as a prerequisite for selection into the community, and
- So that they can be cross-detailed into engineering subgroup billets.

After completion of this training, the EOD officer can expect to be cross-detailed or to be reassigned into the EOD subgroup as school, department heads at the EOD facility, or commanding officers of the mobile unit, shipboard unit or test and evaluation unit of EODGRUONE. The luxury of "going either way" in the OEDO community continues for the EOD officer.

As a commander and captain, he can be assigned to the top billets in the EOD community (command of EODGRUONE and TWO, the facility and the school) or to senior technical/management billets within the engineering subgroup.

### PUBLIC AFFAIRS OFFICER

THE PUBLIC AFFAIRS OFFICER in today's Navy is the principal staff advisor to Navy officers in command; in his job he faces many of the Navy's biggest problems:

- Public regard for the Navy and the Navy's role in national security,
- Initiatives to improve service life,
- Improvement in communications between commanders and their men and families, and
- Policies and programs aimed at retention and the achievement of goals for an All-Volunteer Force.

Over the next 10 years these subjects, along with considerations of environment, changing national priorities and responsiveness to national goals, promise to keep public affairs officers very much in demand.

The requirement for public affairs expertise, in terms of numbers and specialized knowledge, should grow in the face of this challenge.

Any prediction for this field must include an increasing demand for officers well versed in international affairs, political science and government, sociology, management and, certainly, in mass communications. The demands of the media and of the public must be met by officers qualified to answer legitimate questions on why we have the Navy and what the Navy contributes to our national security. A larger public affairs organization more responsive to public need is expected, along with an anticipated restructuring of the public affairs community to meet that end.

WITHIN THE NEXT FEW YEARS there will be additional public affairs offices in major communications centers in the country and additional billets within the fleet organization. There will be a program to equip all major Navy ships with internal information facilities, too. The larger surface combatants can expect their closed-circuit television units designated as fully operational AFRTS systems. Smaller ships can expect at the least some audio installation.

The Navy currently sees a trend toward increased emphasis in recruiting, wherein the public affairs function plays a highly important role. This emphasis will grow as the service continues its course toward an All-Volunteer Force. Whether it be designation as a specialist or employment as a subspecialist as part of a URL career, public affairs experience and knowledge will become increasingly important.

### INTELLIGENCE OFFICERS

ASSIGNMENT TRENDS for the next five years for the intelligence officer community are anticipated to equal those of other officer communities—all dictated by the particularly stringent fiscal climate today and projected for the future.

Rather than a gross change in policy, the "new" detailing practices are really the imposition across the board of a standardized system of tour lengths, some of which have been invoked arbitrarily in the past. The advertised practices affect everyone in the Navy and are designed for the long-term, rather than a stopgap "get-well" measure affecting only a few.

For the 163X officer there are, for example, only three-year CONUS tours for due-course commanders and below. These billets have generally been treated as two-year tours in the past, although it was not uncommon for an officer to be retained in the billet for an

additional year. The standardized tour length results in less rotation and, therefore, an officer can expect to move less frequently over a 20-year career, ending up with fewer billets in his experience bank.

Individuals affected by the extension policy are being notified officially by letter. Those who may desire to do so are encouraged to request a further extension if such will better suit their personal plans.

If this sounds bleak, there are a few bright spots, too. Postgraduate education opportunity has become a recognized part of the specialist career development program. Efforts are continuing to develop new programs of value for which the 163X officer might be eligible and from which he might profit professionally.

**CIVIL ENGINEER CORPS**

DURING last year, several new trends in CEC detailing have developed which are expected to expand and have a substantial influence on the Corps during the mid 1970s. The strength of the CEC has been decreasing in 1972 and is expected to level out in FY-74 to somewhere between 1550 and 1600 officers. Present job distribution in the Corps is shown below :

| | CAPT/CDR | LCDR/LT | LTJG/ENS |
|---|---|---|---|
| PUBLIC WORKS | 36% | 51% | 38% |
| CONTRACT ADMIN | 21% | 19% | 30% |
| SEABEES | 7% | 12% | 27% |
| STAFF/OTHER | 25% | 18% | 5% |
| NAVFAC | 11% | — | — |

Anticipated reductions in staff billets will have some effect on the job distribution in the staff/other and NAVFACENG categories. The following shows billet distribution by geographical area :

| | |
|---|---|
| CONUS | — 64% |
| EAST COAST — 40 | |
| WEST COAST — 17 | |
| OTHER — 7 | |
| OVERSEAS | — 20% |
| ASIA & PACIFIC — 14 | |
| EUROPE & ATLANTIC — 6 | |
| SEABEES | — 14% |
| RVN | — 2% |

THE REDUCTION in PCS funds will greatly reduce the cross-country, the east coast to overseas Pacific and the overseas Pacific to east coast moves that occurred in the past. The career pattern rotation will certainly change to some extent as a result of the projected continued reduction in PCS funds. A desirable career rotation plan would include a tour in public works, contract administration and naval construction forces as well as a probable PG school tour prior to reaching the promotion zone for commander.

The input of new ensigns into the Civil Engineer Corps is expected to drop significantly in FY-74. The normal input prior to FY-73 (except for RVN influence) was 180 to 200 ensigns per year. This permitted the retention of a 50-55 officer year group by the time the year group comes in the zone for LCDR.

The CEC input of ensigns in FY-73 was reduced to 117 as a result of a change in BuPers policy from "grow your own" to one-third of the number of ensign/LTJG billets as new input each year. The additional officers required as a result of attrition would be gained by line to CEC transfers, recalls, etc.

In this way a normal size year group can still be obtained; increased emphasis will be placed on these programs for input to the CEC during the next several years.

There is still a continuing requirement for officers in the Republic of Vietnam. Current assignment policy requires that officers of the appropriate rank for the billet or who will be in the primary promotion zone while in RVN will be assigned to billets at naval advisory group, MACV and the MACV Staff.

TWO NEW PROGRAMS will have a significant influence on the CEC during the next five to six years. There are the Trident, and Hospital Modernization programs. There will be an officer in charge of construction established to administer the construction of the Trident facilities which will total over $500 million. The Hospital Modernization program is of a similar magnitude. These two programs will be superimposed over the Navy's normal military construction program during the next few years.

In summary, look toward longer tours, reduced distance of PCS travel, reduced input of ensigns, increased line to CEC transfers and less flexibility in assigning officers to their preference of location if it involves a long move. Paucity of PCS funds will continue to dominate detailing for the foreseeable future.

# TAFFRAIL TALK

## Now Hear This!

Beginning with this issue, February 1973, the distribution of ALL HANDS Magazine to the Fleet is being doubled. That means that all ships and stations will receive sufficient copies to provide distribution *at a ratio of ONE copy for each FIVE persons* on active duty—officer and enlisted. Distribution has been increased on the repeated recommendation of men in the Fleet and at the specific request of the Chief of Naval Operations and the Chief of Naval Personnel.

This is *your* magazine. Each Navy man and woman should have an opportunity to see it before the end of the month of issue. Distribution procedures will vary according to ship or station, but if you have difficulty in getting to see a copy, check with the following: your personnel officer, your division officer, your ship's library or your career counselor.

If your ship or station is not getting the correct number of copies, the procedure to follow is outlined in the column to the right, and will continue to appear, on page 64 of each issue. The Bureau of Naval Personnel should be kept informed of changes in the number of copies required by your ship or station. Normally, for Navy activities, distribution is made only to those on the Standard Navy Distribution List in the expectation that such activities will make further distribution as necessary. Only in special circumstances will copies be sent directly to subactivities and in each case the Bureau should be informed.

Again—this is *your* magazine and *we want you to keep us informed*, not only about the subjects that are important to you but also about activities or accomplishments of your unit. If your activity has a story to tell, let us know about it. Ask your Public Affairs Officer, or one of the journalists in your outfit to write it up, or write it yourself. Send it, with pictures if you have them, to ALL HANDS. The mailing address always appears on page 64 in the column to the right.

One more request: *If you are the first man on the list, pass this copy on to four other readers.*

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The Bureau should be kept informed of changes in the number of copies required.

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Normally, copies for Navy activities are distributed only to those on the Standard Navy Distribution List in the expectation that such activities will make further distribution as necessary; where special circumstances warrant sending direct to subactivities, the Bureau should be informed.

Limited distribution to Marine Corps personnel is effected by the Commandant U. S. Marine Corps. Requests from Marine Activities should be addressed to the Commandant.

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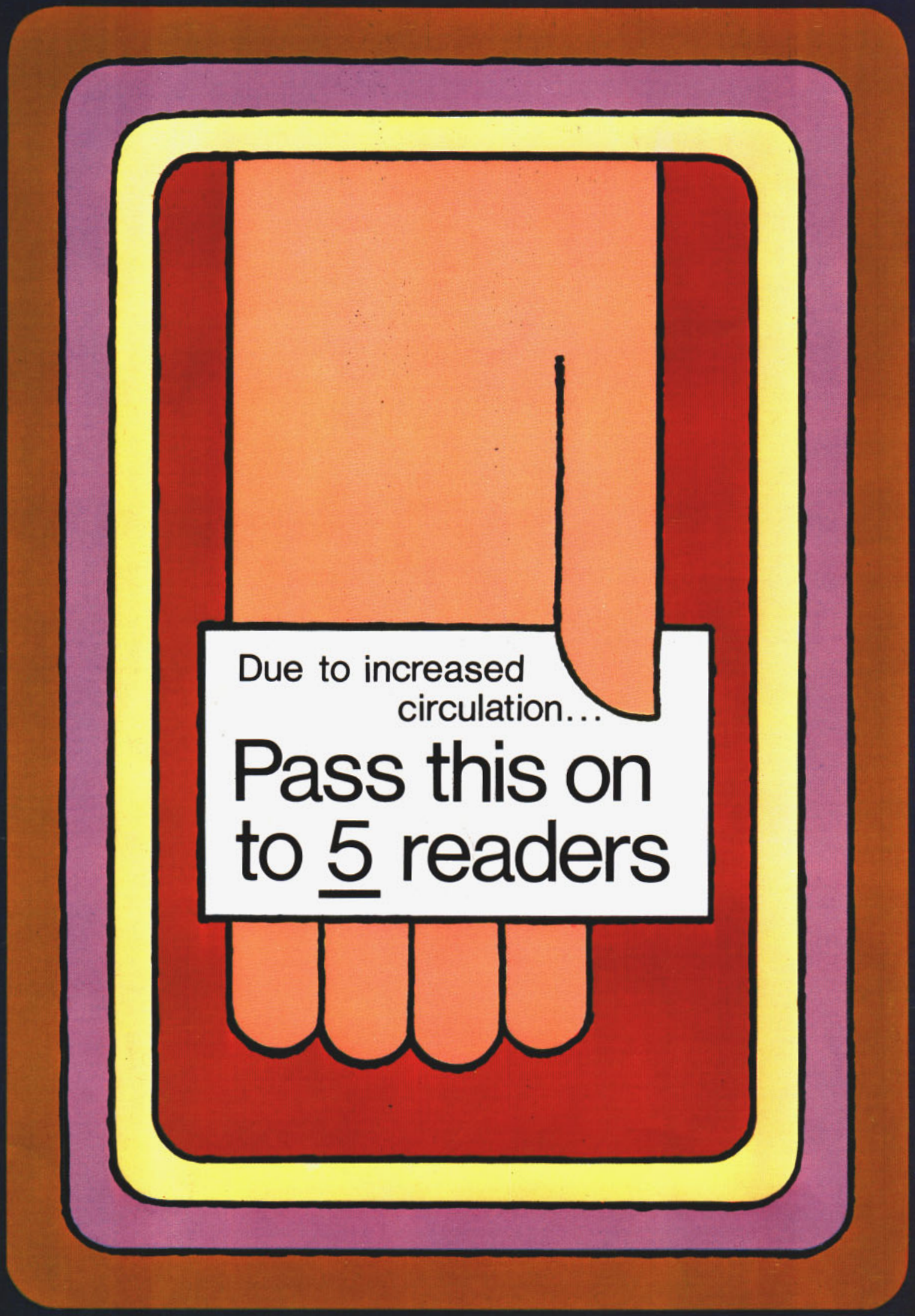
ON THE WAY TO THE TOP—and there's only one way down. A trainee climbs a 15-foot tower for a free fall in parachute harness while participating in Deep Water Environmental Survival Training.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